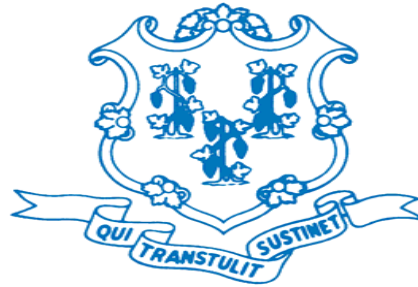


FACTS

about the
Status of Women
in Connecticut

Connecticut General Assembly



2005 Edition

Published by the

**Permanent
Commission
on the**

Status of Women

FACTS about Connecticut Women

Facts About the Status of Women in Connecticut

Published by the
Permanent Commission on the Status of Women
2005 Edition

Project under the direction of
Barbara Potopowitz
PCSW Public Information Officer

Researchers:
Christa M. Homola, Legislative Secretary, Michelle Noehren, Legislative Assistant, Rosemary Lopez, Administrative Resources
Coordinator, Carole Stambo, Interim Administrative Assistant and Theresa Baber, UCONN School of Social Work Intern
Summary written by Natasha Pierre, Associate Legislative Analyst

February 2006

FACTS about Connecticut Women

Table of Contents

<u>EXECUTIVE SUMMARY</u>	9
<u>CHAPTER ONE</u>	
<u>GENERAL DEMOGRAPHICS</u>	13
CT's Population by Gender Across Three Decades	15
CT's Population by Gender 2004	16
CT's Population by Gender by Age 2004	17
Racial/Ethnic Background of CT Women 2004	18
Racial/Ethnic Background of CT Women 2004	19
Women's Household Arrangement in CT 2004	20
Men's Household Arrangement in CT 2004	21
Householder Lioving Alone by Gender 2004	22
Selected Household Types in CT with Children 2004	23
Marital Status of Women Over 15 2004	24
Comparison of Marital Status by Gender Over 15 2004	24
<u>CHAPTER TWO</u>	
<u>WOMEN & ECONOMIC SECURITY</u>	25
<u>POVERTY</u>	26
Federal Poverty Guidelines 2005	28
CT's Population in Poverty by Gender 2004	30

FACTS about Connecticut Women

Table of Contents continued

National Poverty Rates for Adults by Gender 2003	31
CT Women in Poverty by Age	33
CT Women in Poverty by Age, Hartford County 2004	34
CT Women in Poverty by Age, New London County 2004	35
CT Women in Poverty by Age, Fairfield County 2004	36
CT Women in Poverty by Age, New Haven County 2004	37
CT Women in Poverty by Race and Age 2004	38
Percentage of CT Families in Poverty 2004	39
CT's Homeless Families in Shelters 2004 Earnings	40
<u>EARNINGS</u>	41
CT Labor Force by Gender 2000	42
CT Females and Males Employed Within Various Occupational Categories 2000	43
CT Labor Market Participation Rate of Women by Race/Ethnicity 2003	44
Median Annual Earnings in Female Dominated Occupations U.S. 2004	45
Median Annual Earnings in Male Dominated Occupations U.S. 2004	46
Working in the Legal Profession, U.S. by Gender 2004	47
Women Attorneys at Law Firms, U.S. and the City of Hartford 2005	48
Projected Job Growth by Number of Jobs from 2002-2012 CT	49
Women's Median Wages as Percentage of Men's Median Wages CT 1979-2004	51

FACTS about Connecticut Women

Table of Contents continued

Median Annual Earnings by Race and Gender/Ethnicity in CT 2004	53
Median Annual Earnings as a Percentage of White Men's Earnings, by Race/Ethnicity in CT 2004	54
Top Three Positions in CT's Top 100 Companies According to Gender 2005	58
Women's Unemployment Rates by Race/Ethnicity CT 2004	60
<u>ECONOMIC SELF-SUFFICIENCY</u>	61
The Self-Sufficiency Standard for One Adult, One Preschooler and One Schoolage Child 2005	62
Selected Areas of the State - One Adult, One Preschooler, One Schoolage Child CT 2005	63
Comparing the Self-Sufficiency Standard to Other Income Benchmarks 2005	64
Percentage of Income Needed - New London	65
Percentage of Income Needed - Waterbury	66
Percentage of Income Needed - Hartford	67
Percentage of Income Needed - New Haven	68
Percentage of Income Needed - Stamford	69
<u>CHILDCARE</u>	70
Child Care Availability in CT 2004	72
Monthly Cost of Child Care for Selected Regions of CT 2005	73
<u>EDUCATION & EARNINGS</u>	74
CT State Dropout Rate by Gender 1997-2004	77

FACTS about Connecticut Women

Table of Contents continued

Impact of Education on Earnings by Gender for CT 2003	78
Percentage of Persons Aged 25 and Over in CT with a Four-Year College Degree or More, by Gender Race/Ethnicity 2000	79
Total University of CT Headcount by Gender 1986-2005	80
University of CT Undergraduate Degree Seeking Enrollment at Storrs Campus for Fall 2005 Semester by School/College	81
<u>WOMEN OWNED BUSINESS</u>	82
Number of Women-Owned Firms in CT 1997/2002/2004	84
Number of People Employed by Women-Owned Firms in CT 1997/2002/2004	85
Annual Sales for Women-Owned Firms in CT 1997/2002/2004	86
Women-Owned, Privately-Held Firms in CT Owned by Women of Color 2004	87
Number of Microenterprise Businesses in CT 2005	88
<u>RETIREMENT & SOCIAL SECURITY</u>	90
Share of Income from Social Security for Elderly Couples and Individuals with Social Security Income CT 2001-03	92
Average Annual Income by Source Among Women and Men 65 and Older U.S. 2000	93
Percentage of Women and Men 65 and Older Receiving Types of Income U.S. 2000	94
Women and Men over Age 60 on Medicaid Living in CT Nursing Home	95

FACTS about Connecticut Women

Table of Contents continued

CHAPTER THREE

WOMEN AND POLITICAL PARTICIPATION

	96
Women in CT State Legislature	98
CT State Senate	99
CT State House of Representatives	100
Representation of Women in U.S. Congress Since 1789	101
CT State Agency Heads by Gender 2005	102
Mayors/First Selectpersons/Town Council Chairpersons by Gender in CT 2005	103
CT Mayors/First Selectpersons/Town Council Chairpersons by Gender and County 2005	104
CT Towns Where Women Hold Highest Elected Office 2005	105
Voting Age Population that Reported Voting in Presidential Election Years by Gender U.S. 1964-2004	107
Voters in the 2004 Presidential Election Nationwide by Gender	108
Membership in CT State Boards and Commissions 2003 and 2005	109

FACTS about Connecticut Women

Executive Summary

Facts about the Status of Women in Connecticut is a report on the socioeconomic status of women in the state of Connecticut as of 2004. This report shows that although women are still struggling to obtain economic security and stability, we have made significant progress in the areas of small business and representation in state government.

There are nearly 1.7 million women in Connecticut, making up 51% of Connecticut's population. Of the female population, 86% are White, 10% are Black or African American, 9% are Hispanic, 2% are Asian, 2% are multi-racial, and less than 1% are American Indian and Alaska Native, or Native Hawaiian and Other Pacific Islander. Percentages add up to more than 100% because the percentage of Hispanic women, as reported by the U.S. Census, overlaps the other racial and ethnic categories.

Although Connecticut has the highest per capita income in the country, many women are struggling to make ends meet. 7.6%; of Connecticut's citizens live in poverty with women representing 56% of those in poverty. Homelessness has increased among women. In 2004, 21% of all single adults in shelter were women, and 88% of all families in shelters were single parent female headed families.

Several factors contribute to the gender gap in poverty – the persistent wage gap in earnings, job segregation, educational attainment, and the inability to earn enough to afford the high cost of living.

FACTS about Connecticut Women

Executive Summary *continued*

In Connecticut women earn 71.5 cents for every dollar that men earn, compared to 76.5 cents nationally. The greatest disparity exists between African American and Latina women who earn 57 cents for every dollar earned by white men.

Women make up 47.7% of Connecticut's labor force. Women are over represented in the office & clerical and service occupations with average annual earnings of \$33,951 and \$25,654 respectively. Women are underrepresented in the officials & managers occupations with average annual earnings of \$105,963. Of the top 100 Connecticut companies, 92% of the top three positions are held by men while 8% of these positions are held by women.

Earnings increase significantly for both men and women as educational levels increase. Women who did not graduate high school earn an average of \$19,253 a year, and; women who completed high school earn an average of \$26,146. By comparison, women earn an average of \$41,715 if they have a bachelor's degree (only 29.4% of Connecticut women age 25 and over have a bachelor's degree or more).

However, increasing education level does not close the gender wage gap. Women with an education level of "some High School" earn \$13,300 less than men under the same circumstances, while women with a graduate or professional degree make \$22,358 less than men under the same circumstances. A comparison across levels of education reveals that women with a Bachelor's degree earn \$1,421 less than men with an Associate's degree and women with a graduate degree earn \$3,680 less than men with an Associate's degree.

FACTS about Connecticut Women

Executive Summary *continued*

Although women are participating almost equally in the labor market their earnings are not always sufficient to maintain the high costs of living. In New London, where an adult with an infant and school age child needs to earn \$19.26 to be self-sufficient, 30% of the income would go to housing, 19% to food, 13% to healthcare, 12% to miscellaneous, and 11% to transportation. In Stamford, the same family would need to earn \$28.06, and 38% would go to housing, 14% to food, 8% to healthcare, 11% to miscellaneous, and 1% to transportation.

Increasing numbers of women are seeking economic security through business ownership. Between 1997 and 2004, there was a 63.8% increase in the number of women owned firms in the state. More people were also employed by women business owners – a 94% increase, and sales for women owned business also increased 76% in this time period. Among privately held small businesses owned by women, 7% are owned by women of color.

Women continue to work on behalf of all people in the state through participation in government. Women make up 29% of the 2005 Connecticut General Assembly; four of the six Constitutional Officers are women, and; two of the five U.S. Congressional members are women. In state government, women are the top officials in 35% of the state agencies and departments, and 36.5% of the appointees on state boards, commissions, committees, and councils. Women are also represented in local government. Women hold 17% of the highest elected offices in Connecticut towns (Town Council Chair, Mayor, and First Selectwoman).

FACTS about Connecticut Women

Executive Summary continued

The data presented in the report represent a snapshot of the status of women in our state. In some areas, there is significant improvement and in other areas there is persistent inequality. We hope these data will help inform policy-makers and the public as we work together for equality.

FACTS about Connecticut Women

Chapter One General Demographics

FACTS about Connecticut Women

General Demographics

In 2004, there were over 1.7 million women in Connecticut. According to the American Community Survey conducted by the U.S. Census, the estimated population of Connecticut was 3,389,483 in 2004. Of the total population 49% were males and 51% were females. The median age was 38.9.

Connecticut has the 29th largest population among all the states in the United States.¹

Life expectancy in the United States has hit a new high. Among the total population, the average American could expect to live to 77.6 years as of 2004--up from 76.9 as of 2000. Among whites, life expectancy for American men is now 75.1 years and 80.3 years for women. Black men live an average of 68.8 years, and black women live 75.6 years.²

¹ U.S. Census Bureau, Unpublished data

² National Center for Health Statistics, National Vital Statistics Report, Vol. 49, No. 12, October 9, 2001 "Deaths: Preliminary Data for 2000"

FACTS about Connecticut Women

Total Population

While Connecticut's population has increased by nearly 300,000 from 1980 to 2000, the proportion of males and females has remained relatively constant across this thirty-year span. Women consistently make up over 50% of Connecticut's population according to the U.S. Census.

The chart below provides specific Connecticut population numbers over three decades.

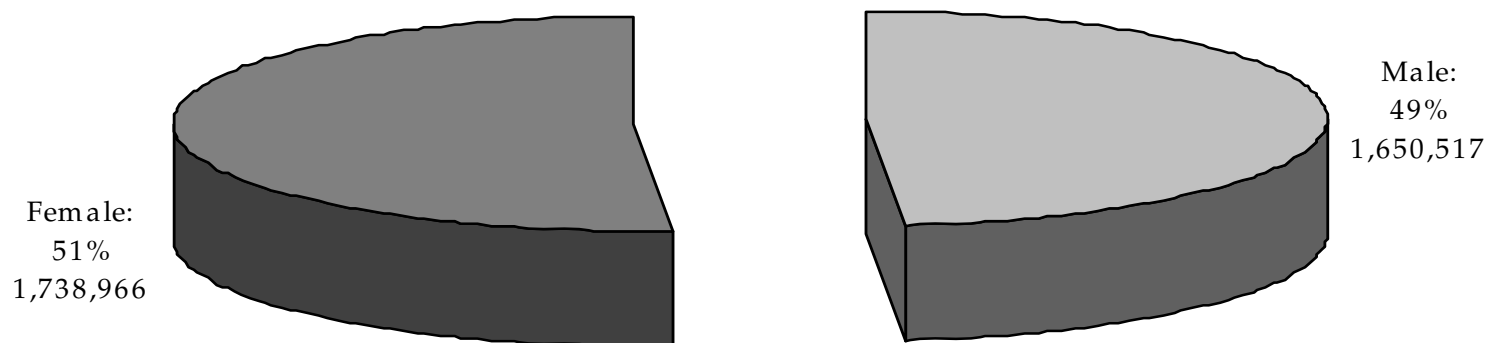
CT's Population by Gender Across Three Decades



Source: 1980 CT Census, Table 62; 1990 CT Census Part A, Profile 3, Table P5; CT Census 2000 Detailed Tables Summary File 1 (SF1) 100-Percent Data

FACTS about Connecticut Women

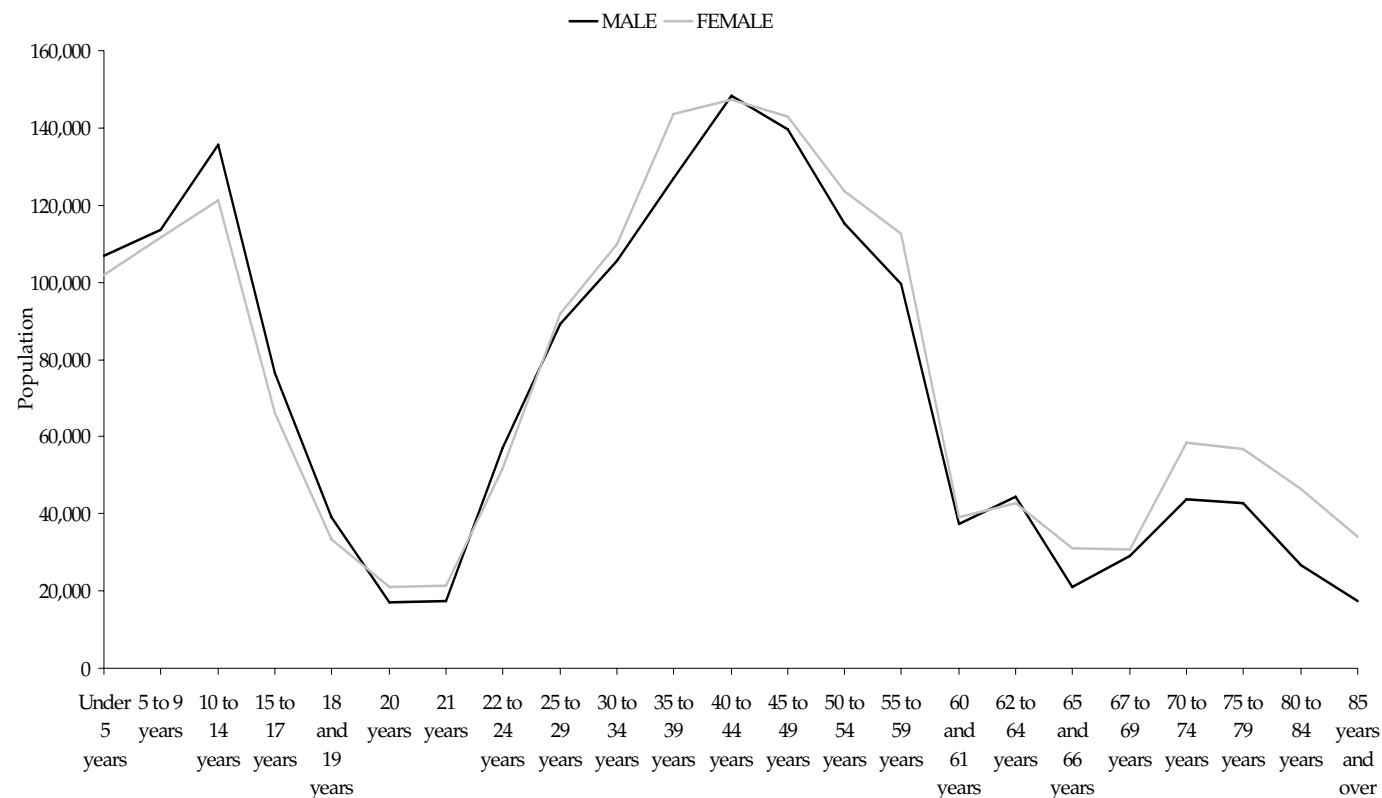
CT's Population by Gender 2004
Total Population: 3,389,483



Source: US Census Bureau, 2004 American Community Survey, Table B01001

FACTS about Connecticut Women

CT's Population by Gender by Age 2004



Source: US Census Bureau, 2004 American Community Survey, Table B01001

Age Distribution

The following chart describes the age distribution of women and men in Connecticut as of 2004. The largest age cohort is between the ages 35 and 55; men and women are equally represented in this age group. Women are over-represented by 33% among people over 70 years of age in Connecticut.

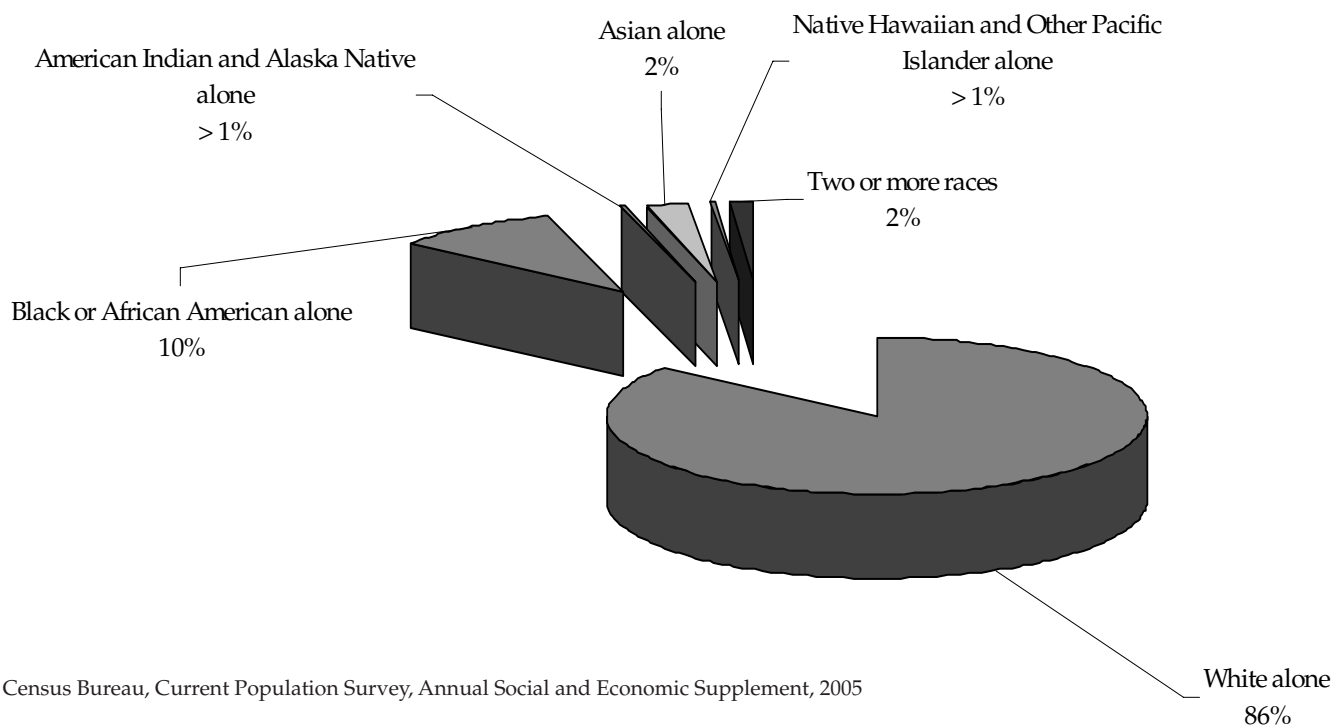
FACTS about Connecticut Women

Racial and Ethnic Background of CT Women

The following charts demonstrate the racial/ethnic background of Connecticut women.

The U.S. Census reports "Hispanic" and "non-Hispanic" separately from other racial/ethnic categories (next page).

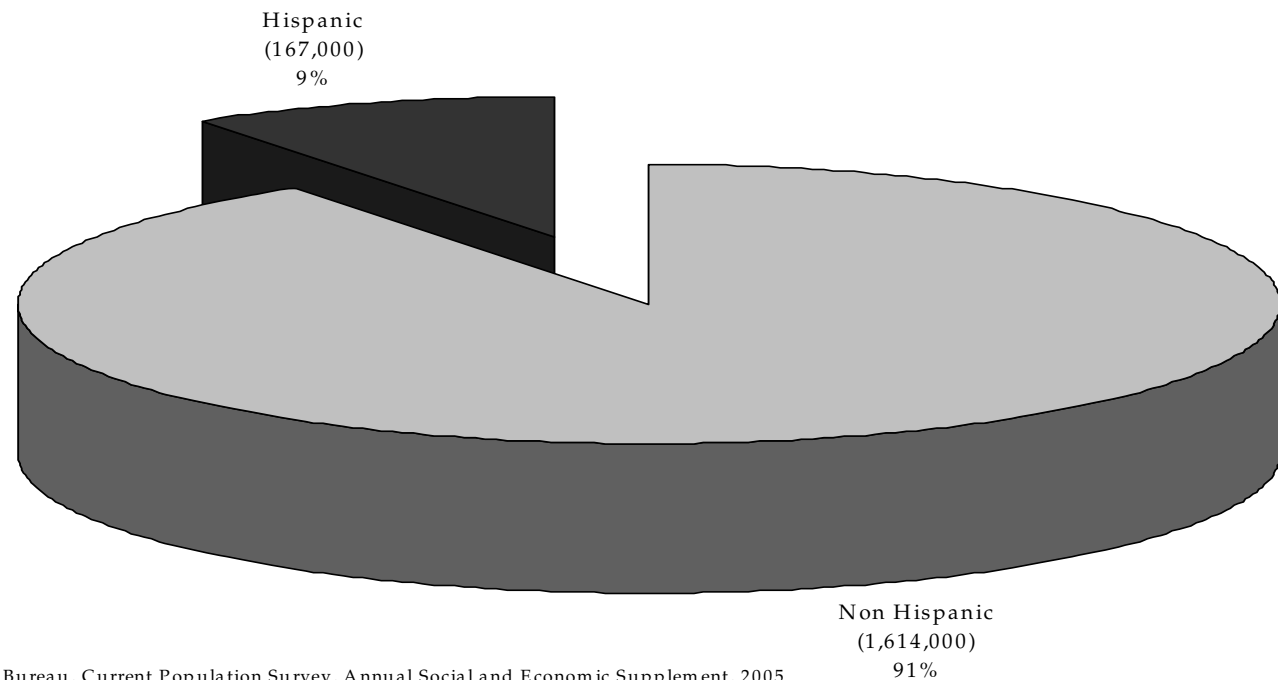
Racial/Ethnic Background of CT Women 2004



Source: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2005

FACTS about Connecticut Women

Racial/Ethnic Background of CT Women 2004 Hispanic and Non-Hispanic



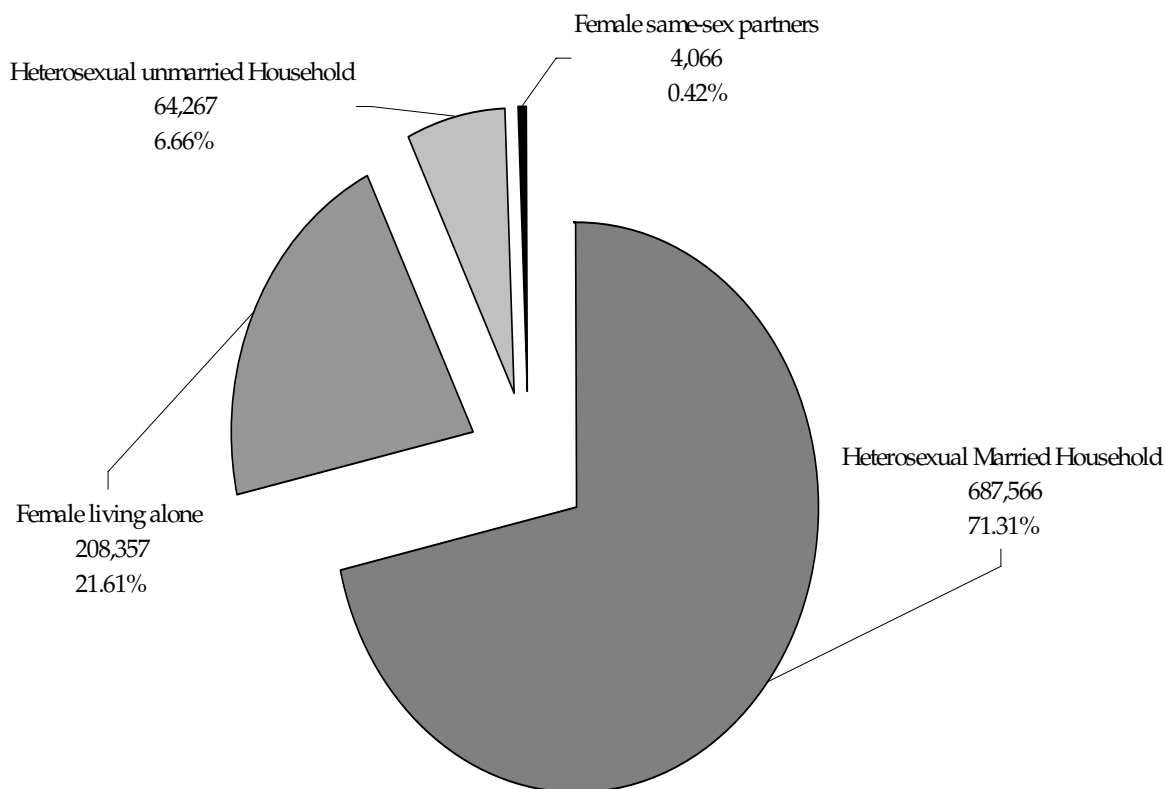
Source: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2005

FACTS about Connecticut Women

Women's Household Arrangement in CT 2004

Household Types in Connecticut

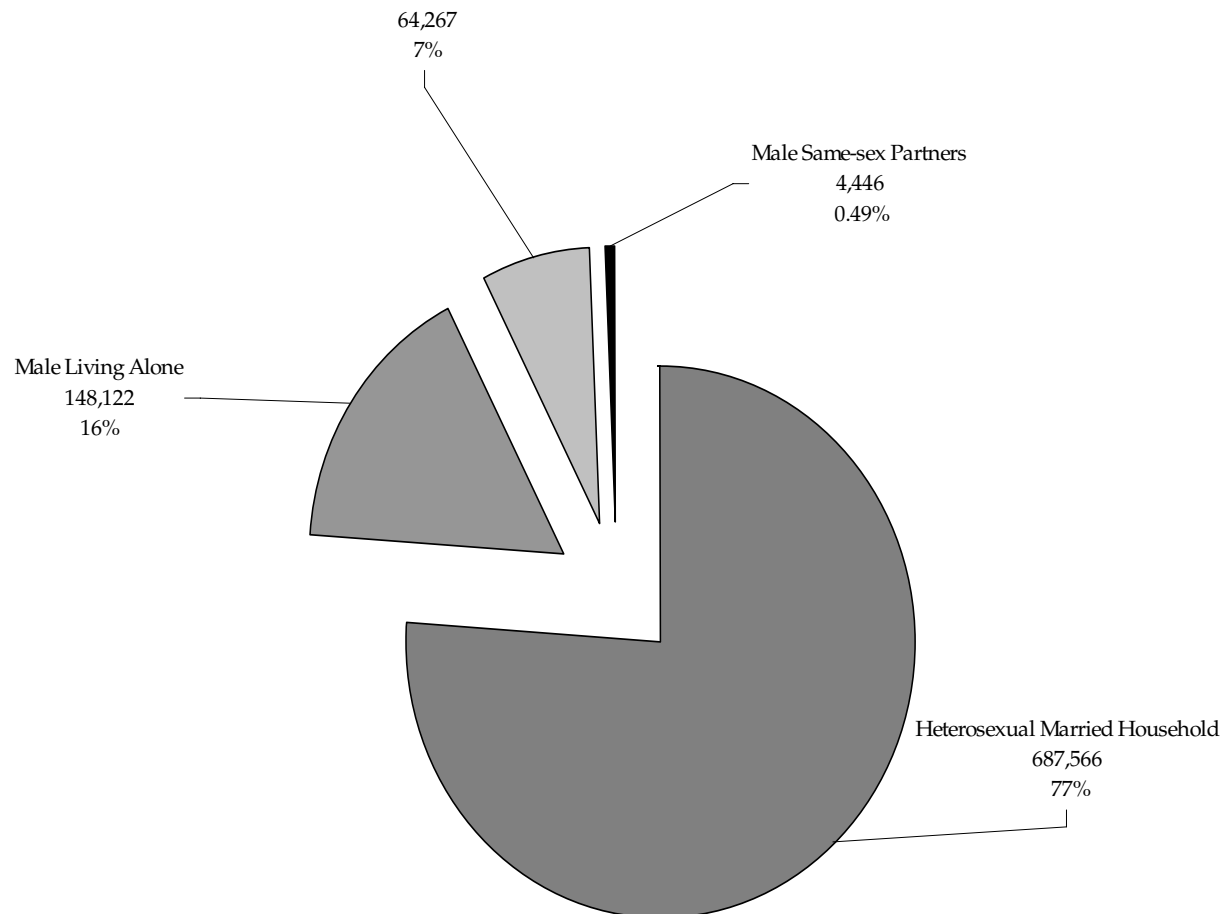
The following two pie charts illustrate the living arrangements of Connecticut women and men. Nearly 22% of women report living alone compared to 16% of men, whereas 77% of men report living in heterosexual marriage compared to 71% of women.



Source: U.S. Census Bureau, 2004 American Community Survey, Table B11010, B11001, B11009

FACTS about Connecticut Women

Men's Household Arrangement in CT 2004



Source: U.S. Census Bureau, 2004 American Community Survey, Table B11010, B11001, B11009

FACTS about Connecticut Women

Living Alone in Connecticut

Women make up 48.52% of those who live alone between the ages of 15 and 65 but 75% of those who live alone over the age of 65. Fairfield County is the only selected location where women outnumber men living alone in the 15-64 age category. In the 65 and over category women outnumber men living alone by nearly 3 to 1 in each selected county.

Householder Living Alone By Gender - 2004 in Connecticut and Selected Counties

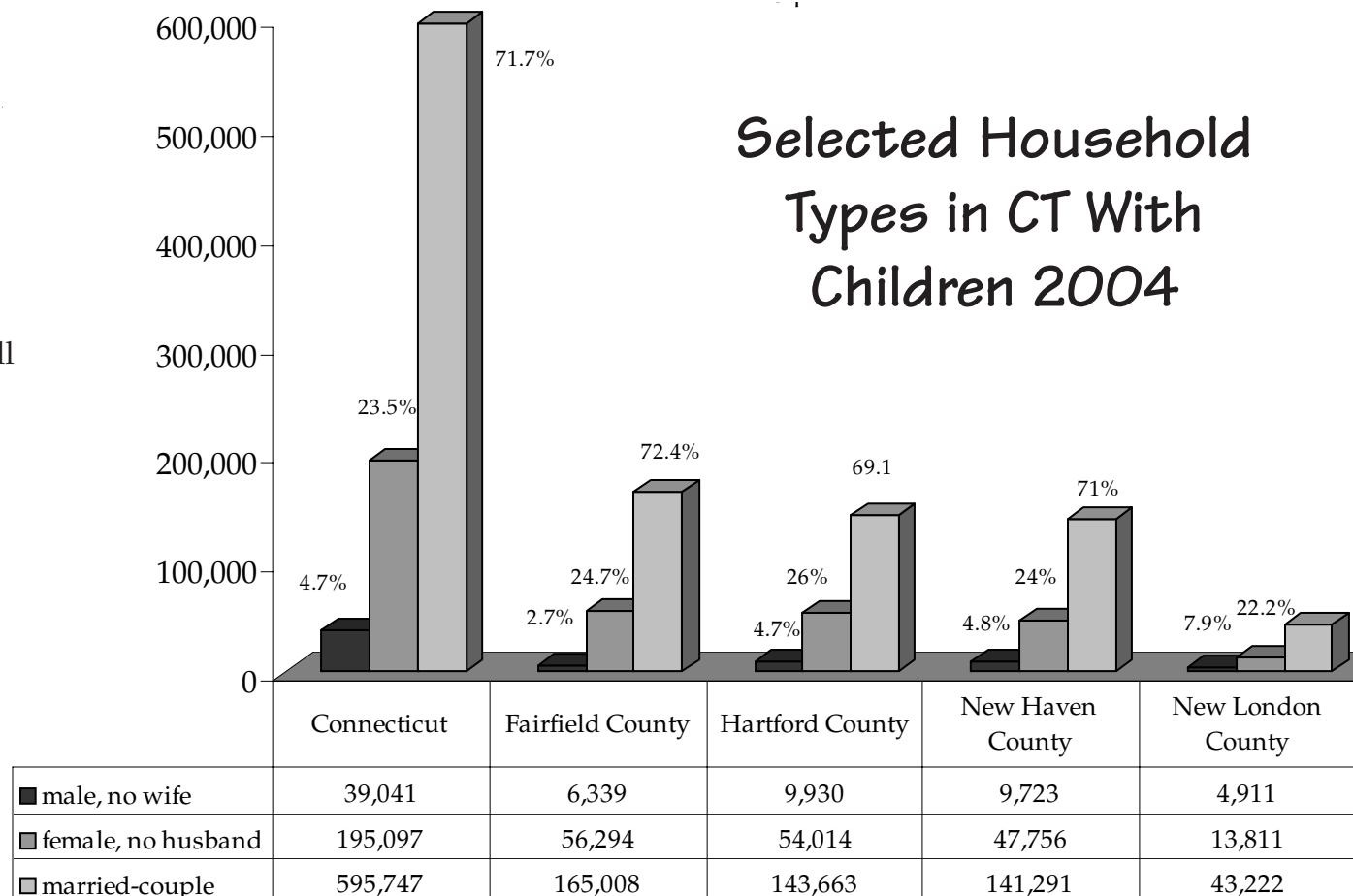
	Connecticut		Fairfield County		Hartford County		New Haven County		New London County	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Living alone:	208,357	148,122	54,220	34,369	54,348	35,463	51,204	43,870	15,560	10,854
	(58.45%)	(41.55%)	(61.20%)	(38.80%)	(60.51%)	(39.49%)	(53.86%)	(46.14%)	(58.91%)	(41.09%)
Householder 15 to 64 years	107,984	114,550	29,579	25,522	28,024	28,124	26,009	33,724	7,919	8,626
	(48.52%)	(51.48%)	(53.68%)	(46.32%)	(49.91%)	(50.09%)	(43.54%)	(56.46%)	(47.86%)	(52.14%)
Householder 65 years and over	100,373	33,572	24,641	8,847	26,324	7,339	25,195	10,146	7,641	2,228
	(74.94%)	(25.06%)	(73.58%)	(26.42%)	(78.20%)	(21.80%)	(71.29%)	(28.71%)	(77.42%)	(22.58%)
Source: US Census Bureau, 2004 American Community Survey, Table B111010										

FACTS about Connecticut Women

Female Headed Households

In Connecticut, 23.5% of all households with minor children are headed by women with no husband present. Only 4.7% such households are headed by men with no wife present.

Selected Household Types in CT With Children 2004



Source: US Census, 2004 American Community Survey, Table B09001

FACTS about Connecticut Women

Marital Status of Women Over 15, 2004

Connecticut and Selected Counties

	Connecticut		Fairfield County		Hartford County		New Haven County		New London County	
Never Married	348,176	24.79%	92,206	25.76%	87,394	24.48%	92,729	27.13%	23,300	22.46%
Divorced	165,554	11.79%	41,217	11.51%	39,853	11.16%	39,476	11.55%	13,977	13.47%
Widowed	137,195	9.77%	37,892	10.58%	37,048	10.38%	30,616	8.96%	9,344	9.01%
Now Married	753,525	53.65%	186,664	52.14%	192,729	53.98%	178,997	52.37%	57,130	55.06%
TOTAL	1,404,450	100.00%	357,979	100.00%	357,024	100.00%	341,818	100.00%	103,751	100.00%

Comparison of Marital Status by Gender for Population Over 15, 2004

Connecticut and Selected Counties

	Connecticut		Fairfield County		Hartford County		New Haven County		New London County	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Never Married	24.79%	30.12%	25.76%	31.47%	24.48%	28.56%	27.13%	27.13%	22.46%	31.56%
Divorced	11.79%	8.50%	11.51%	5.86%	11.16%	9.58%	11.55%	11.55%	13.47%	9.48%
Widowed	9.77%	2.30%	10.58%	1.95%	10.38%	2.00%	8.96%	8.96%	9.01%	3.23%
Now Married	53.65%	59.08%	52.14%	60.71%	53.98%	59.85%	52.37%	52.37%	55.06%	55.72%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Source: US Census Bureau, 2004 American Community Survey, Table B12001

Marital Status

The following charts describe the marital status

of women in Connecticut in selected counties and in comparison to men. In 2004, 53.65% of women over 15 in Connecticut were married, 24.79% had never been married and 21.56% had marriages end in death of a spouse or divorce. New London County had a slightly higher rate of marriage and divorce as compared to the other counties surveyed and the state as a whole.

FACTS about Connecticut Women

Chapter Two Women & Economic Security

Poverty.....	26
Earnings.....	41
Economic Self-Sufficiency.....	61
Childcare.....	70
Education & Earnings.....	74
Women Owned Businesses.....	82
Retirement & Social Security.....	90

FACTS

about
Connecticut
Women

POVERTY

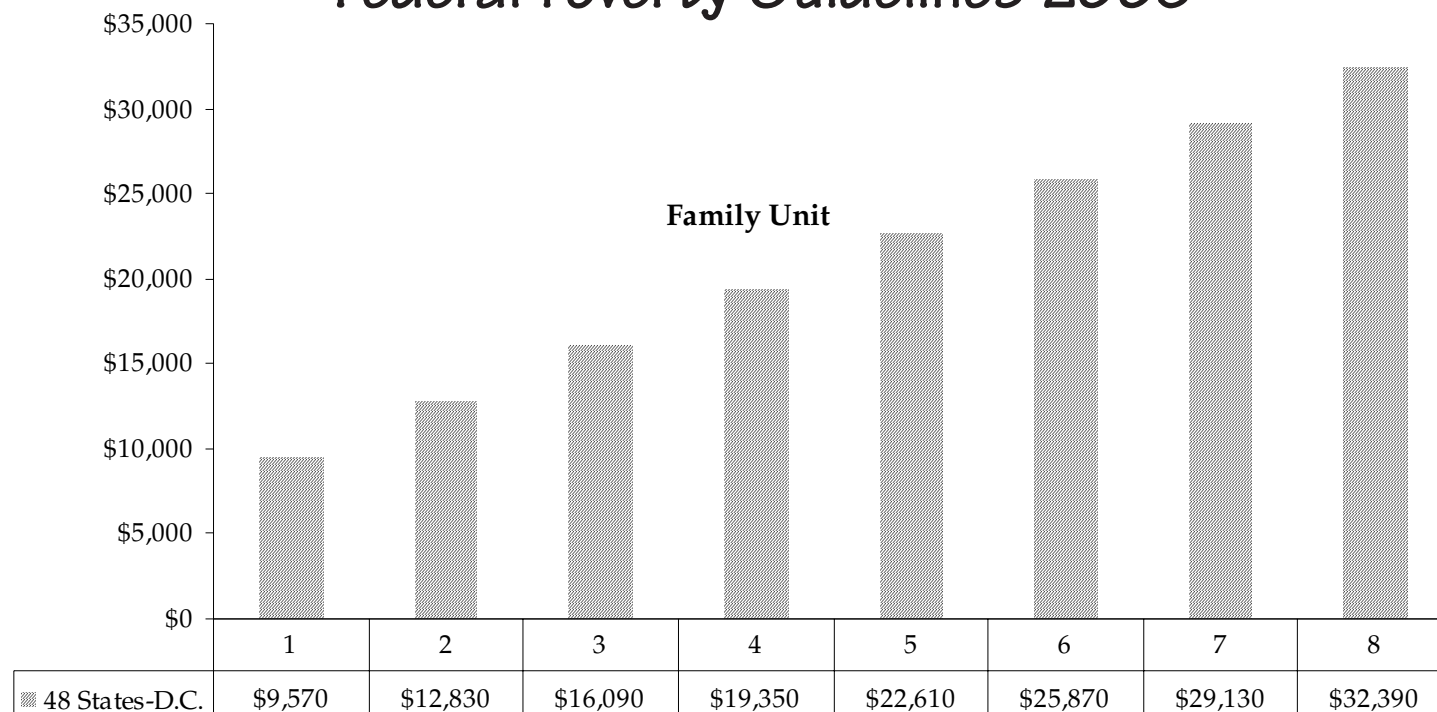
FACTS about Connecticut Women

Women In Poverty

The 2005 Federal Poverty Guidelines, as determined by the U.S. Department of Health & Human Services, reports that in 48 states (excluding Alaska and Hawaii) a family unit of 1 making \$9,570 or less would be considered living in poverty. Similarly, a family unit of 2 making \$12,830 a year and a family unit of 3 making \$16,090 would be considered living in poverty according to the federal standard. A family unit is determined by the number of people in a household.

FACTS about Connecticut Women

Federal Poverty Guidelines 2005



*Note: The federal poverty levels are different for Alaska and Hawaii

FACTS about Connecticut Women

The Gender Gap In Poverty

There is still a significant gender gap in poverty rates in Connecticut. According to the 2004 American Community Survey conducted by the U.S. Census Bureau,¹ adult women consistently face higher poverty rates compared to men.

One factor that contributes to the gender gap in poverty is the persistent gender gap in earnings. While national data show that women make 76.5 cents to every dollar men make², in Connecticut women on average earn 71.5 cents for every dollar that men earn. In fact, the Connecticut median annual earnings* by gender in 2002 reveal that a woman who is employed full time and works year-round earns \$35,800 as opposed to a man under the same circumstances who earns \$50,100³.

*Median annual earnings were found by taking the average of the two numbers in the middle of the distribution therefore controlling for any outlying numbers that may skew the results.

¹ 2004 American Community Survey, U.S Census Bureau

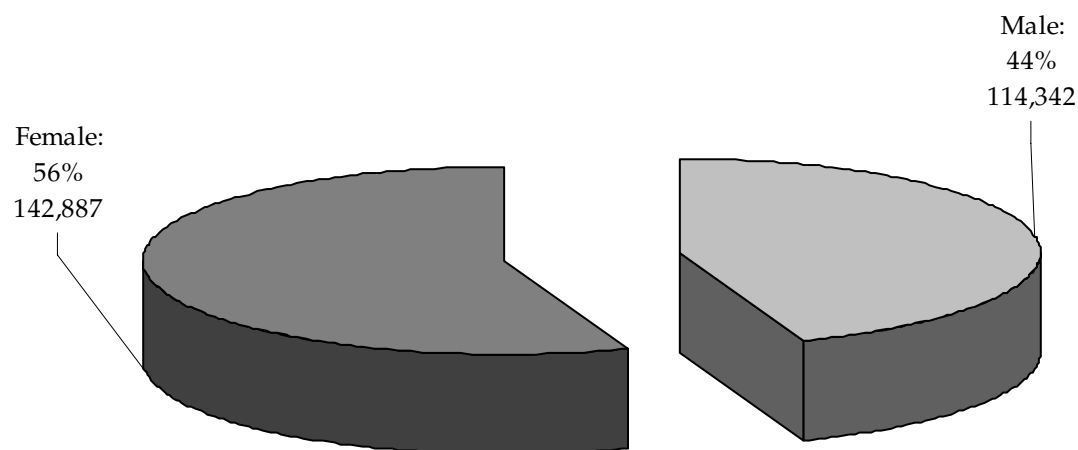
² Institute For Women's Research, The Gender Wage Ratio: Women's & Men's Earnings August 2005

³ State By State Rankings, 2002: Appendix Table 3a, U.S Census Bureau

FACTS about Connecticut Women

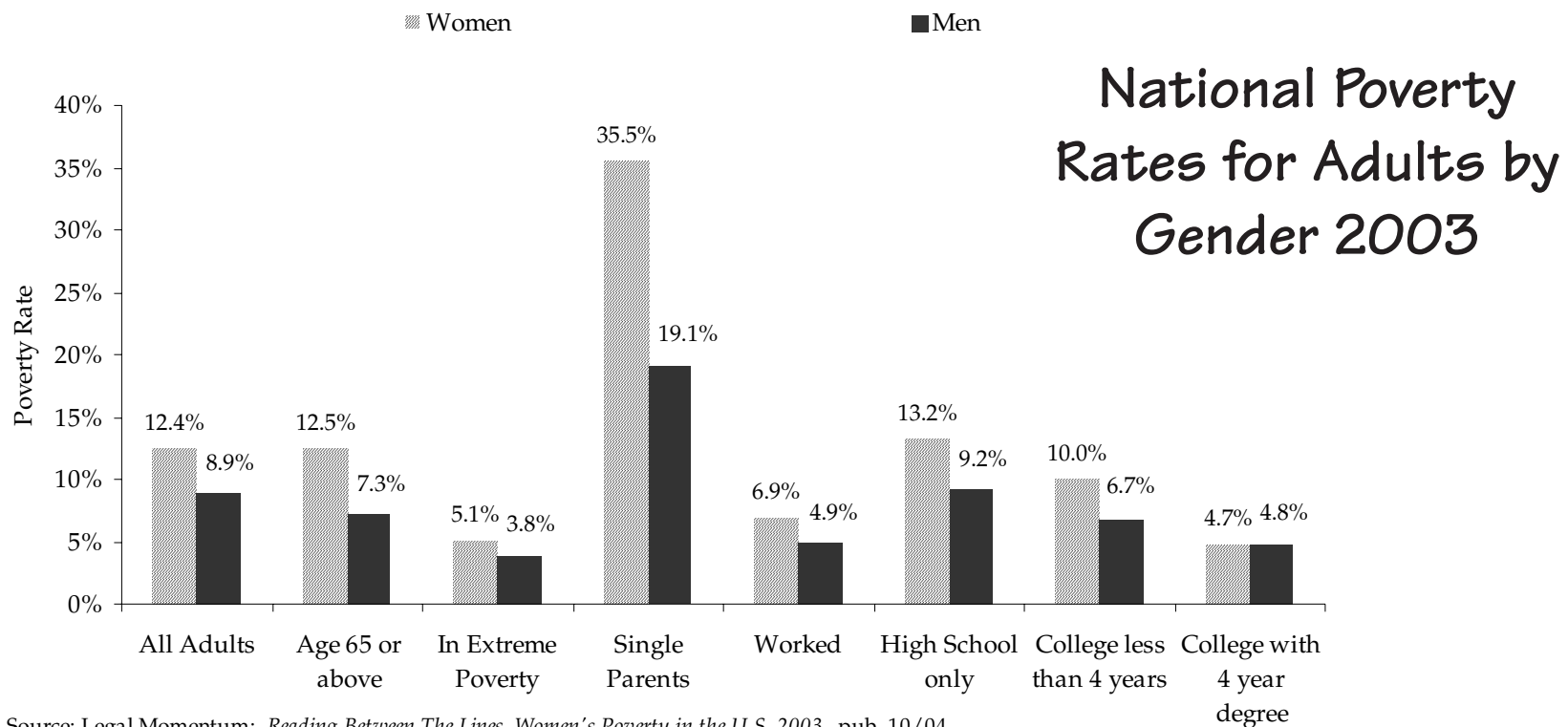
CT's Population in Poverty by Gender 2004

Total Population In Poverty: 7.6%



Source: 2004 American Community Survey, U.S Census Bureau

FACTS about Connecticut Women



Source: Legal Momentum: *Reading Between The Lines, Women's Poverty in the U.S. 2003*, pub. 10/04

FACTS about Connecticut Women

CT Women In Poverty Varies by Age and County

According to the 2004 American Community Survey conducted by the U.S Census Bureau¹, the number of women living in poverty in four different Connecticut counties varies greatly by age. The four Connecticut counties they are Hartford County, Fairfield County, New London County and New Haven County.

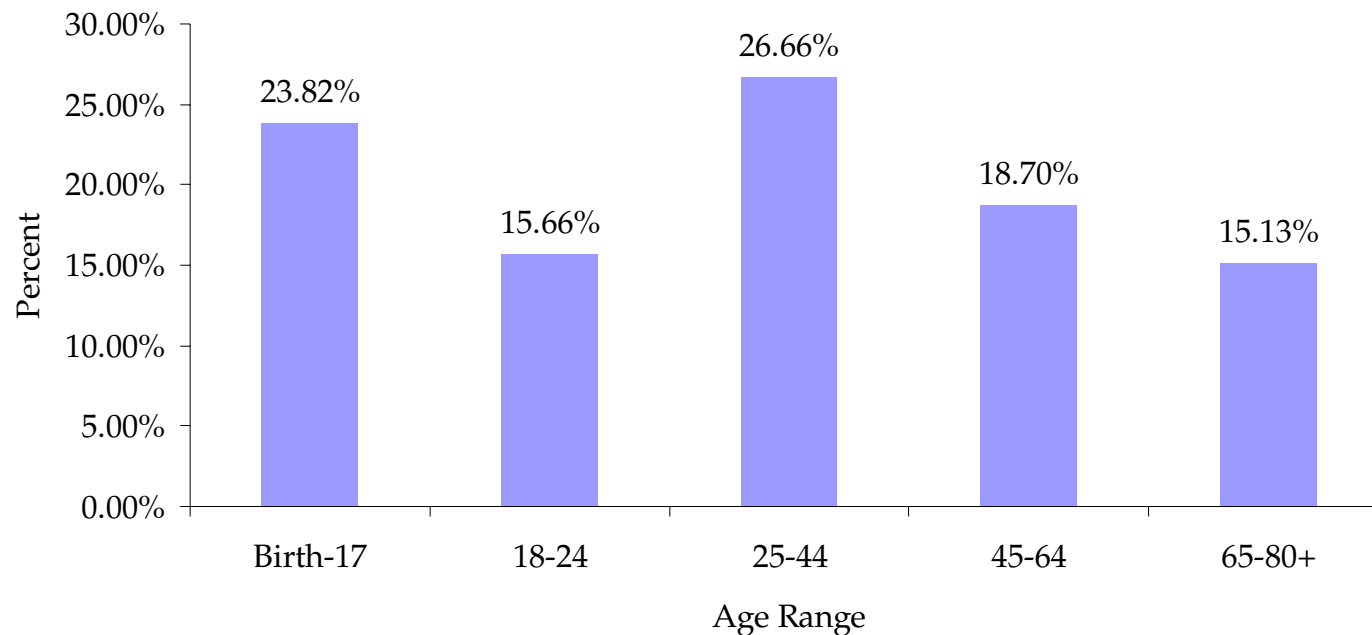
From birth to age 18 the number of girls in poverty in these selected counties remains somewhat consistent. However, from ages 18-44 New Haven County stands out as the county with the highest number of women in poverty. After age 44 the rates of poverty among women once again become similar between selected counties.

The following charts show the number of women in poverty by age in the state and in four specific Connecticut counties.

¹ 2004 American Community Survey, U.S Census Bureau

FACTS about Connecticut Women

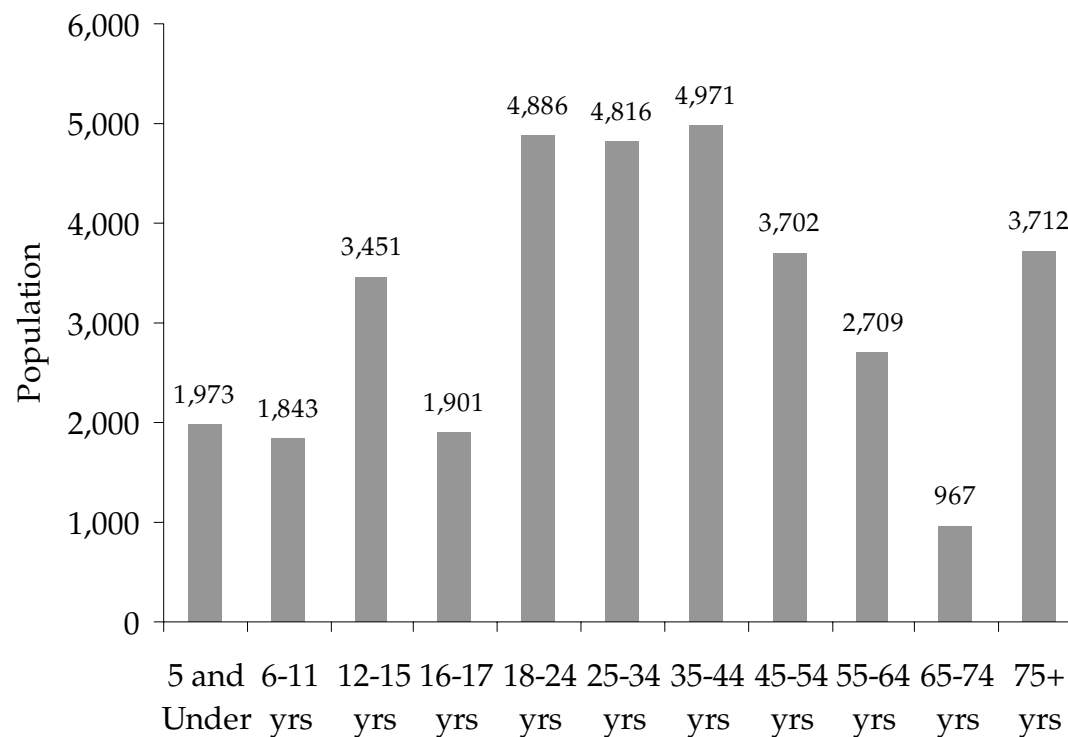
CT Women in Poverty by Age 2004



Source: U.S Census Bureau Current Population Survey, 2004

FACTS about Connecticut Women

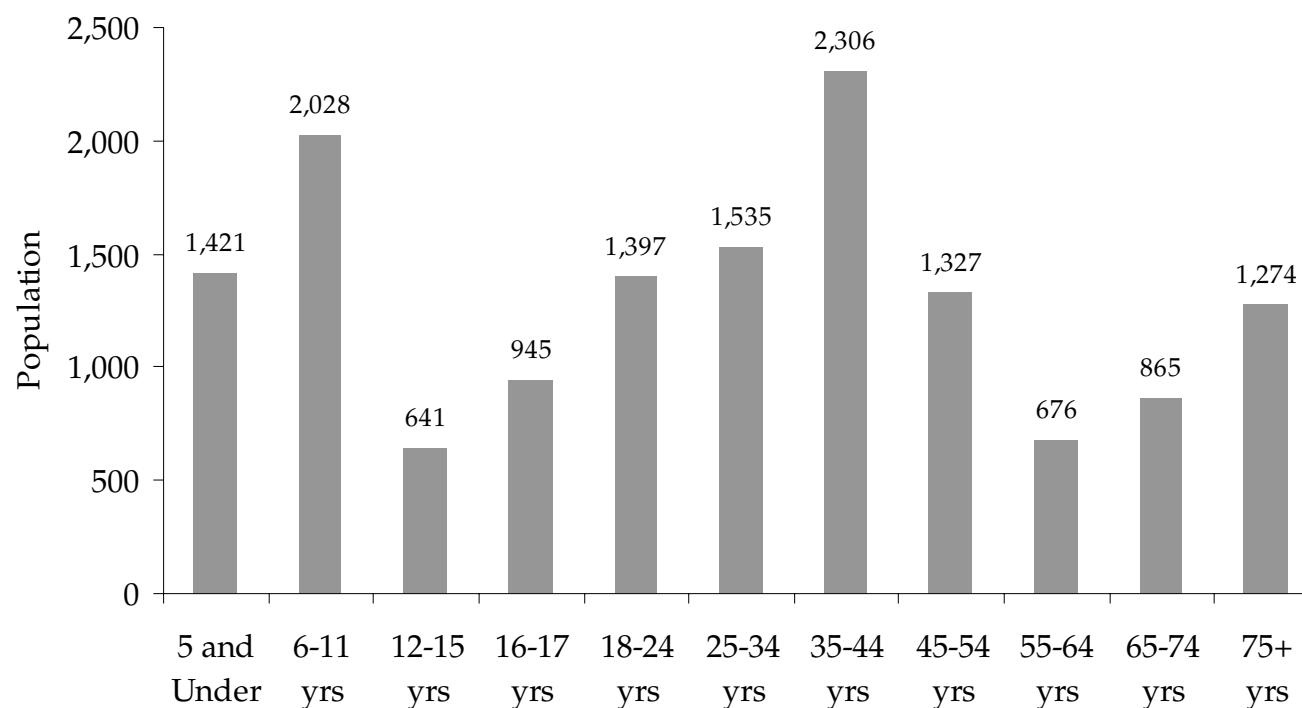
CT Women in Poverty by Age, Hartford County 2004



Source: U.S Census Bureau 2004 American Community Survey

FACTS about Connecticut Women

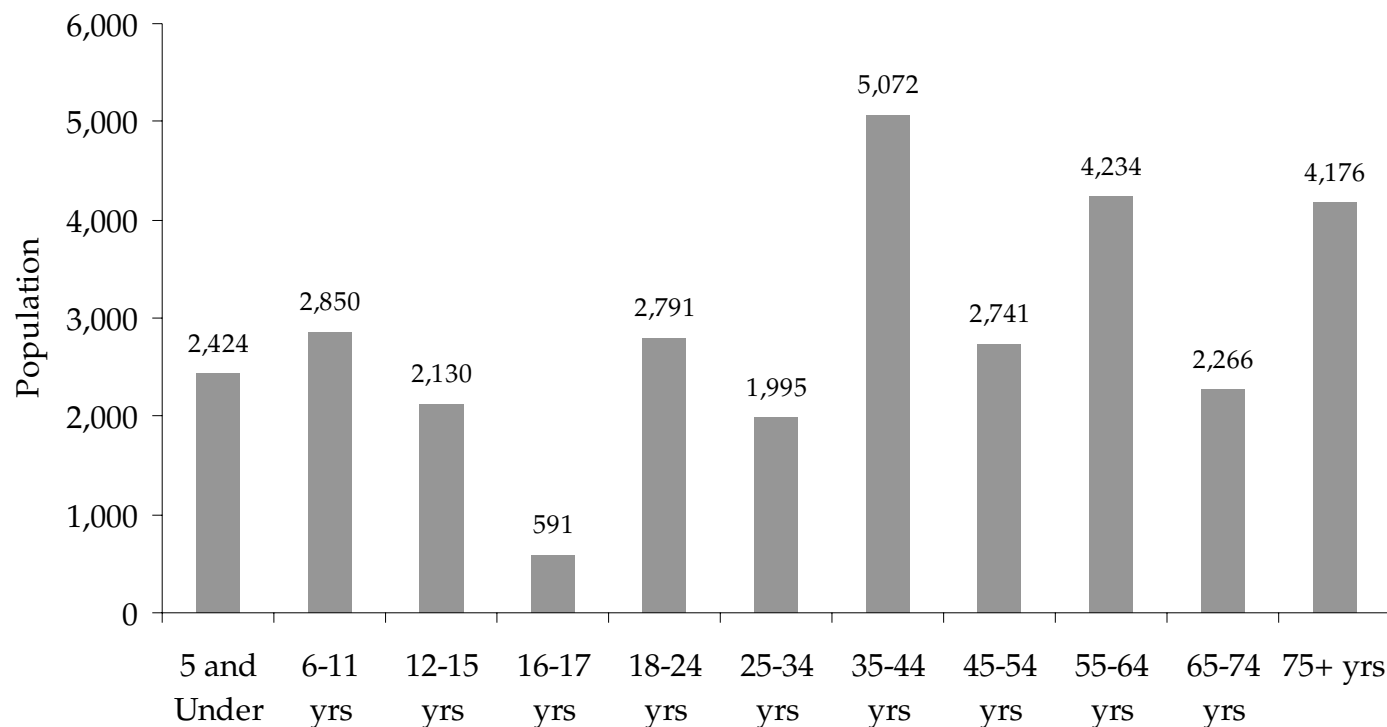
CT Women in Poverty by Age, New London County 2004



Source: U.S Census Bureau 2004 American Community Survey

FACTS about Connecticut Women

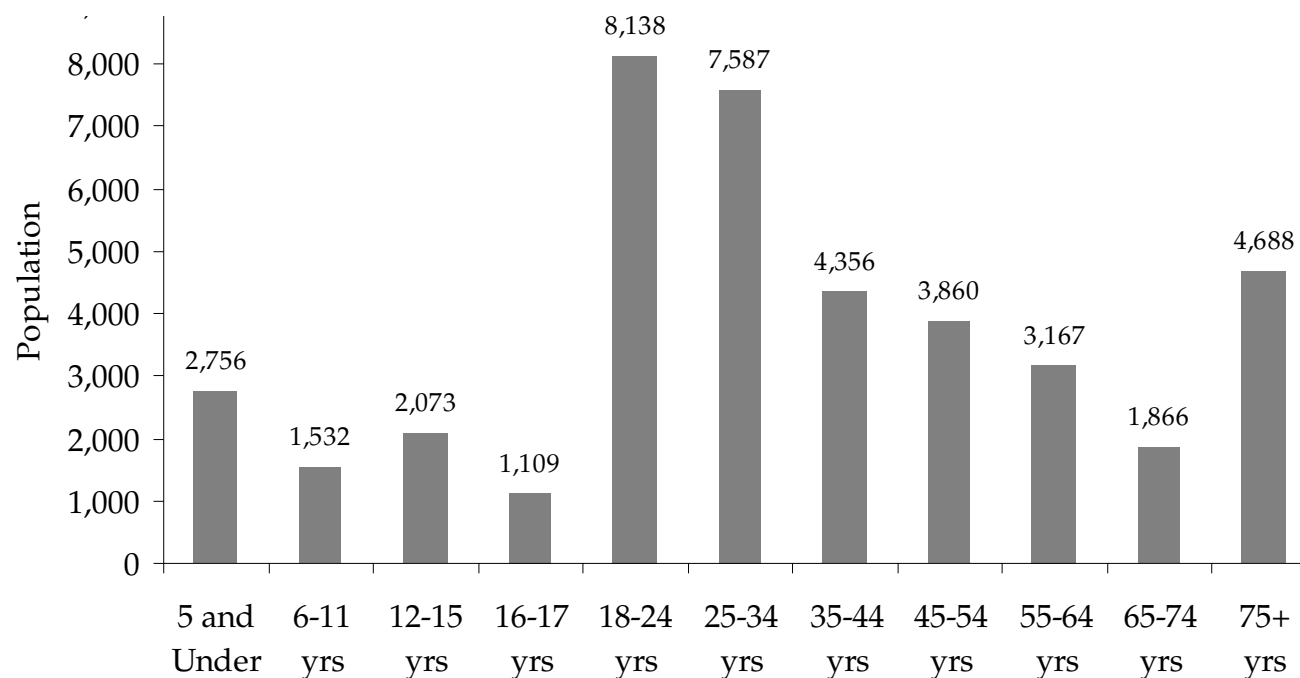
CT Women in Poverty by Age, Fairfield County 2004



Source: U.S Census Bureau 2004 American Community Survey

FACTS about Connecticut Women

CT Women in Poverty by Age, New Haven County 2004



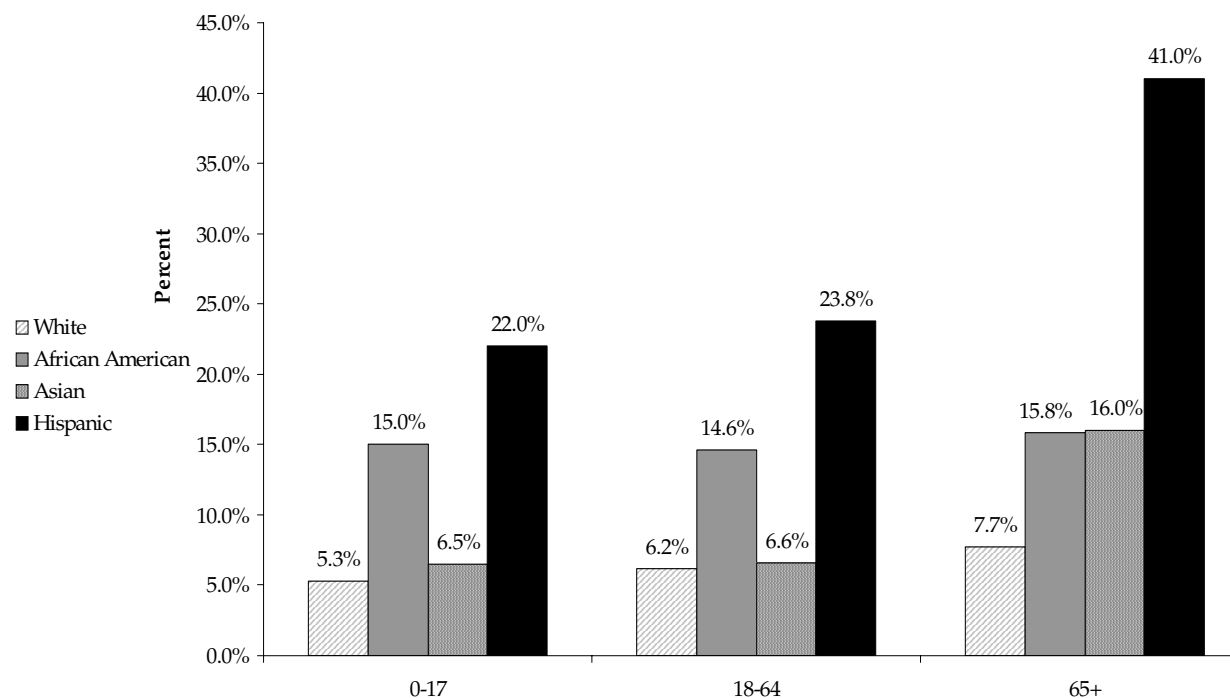
Source: U.S Census Bureau 2004 American Community Survey

FACTS about Connecticut Women

Poverty for Connecticut women also varies among race by age group. As many as 41% of Hispanic women age 65 and over were in poverty in 2004.¹ In fact, Hispanic women are more likely to be in poverty across all age groups, as the following chart shows.

¹ U.S. Census Bureau, American FactFinder, 2004 American Community Survey; Tables B17001A, B17001B, B17001D, B17001I; Tables B01001A, B01001B, B01001D, B01001I

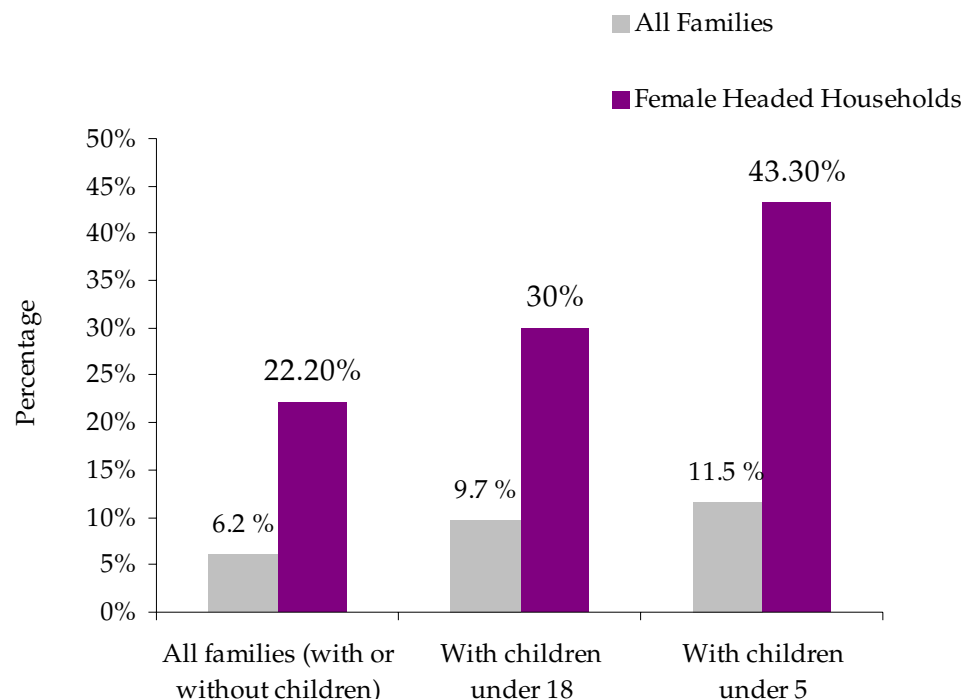
CT Women in Poverty by Race and Age 2004



Source: U.S. Census Bureau, American FactFinder, 2004 American Community Survey; Tables B17001A, B17001B, B17001D, B17001I; Tables B01001A, B01001B, B01001D, B01001I

FACTS about Connecticut Women

Percentage of CT Families in Poverty 2004



Source: U.S Census Bureau, 2004 American Community Survey

The following chart displays the percentage of CT families living in poverty in 2004.

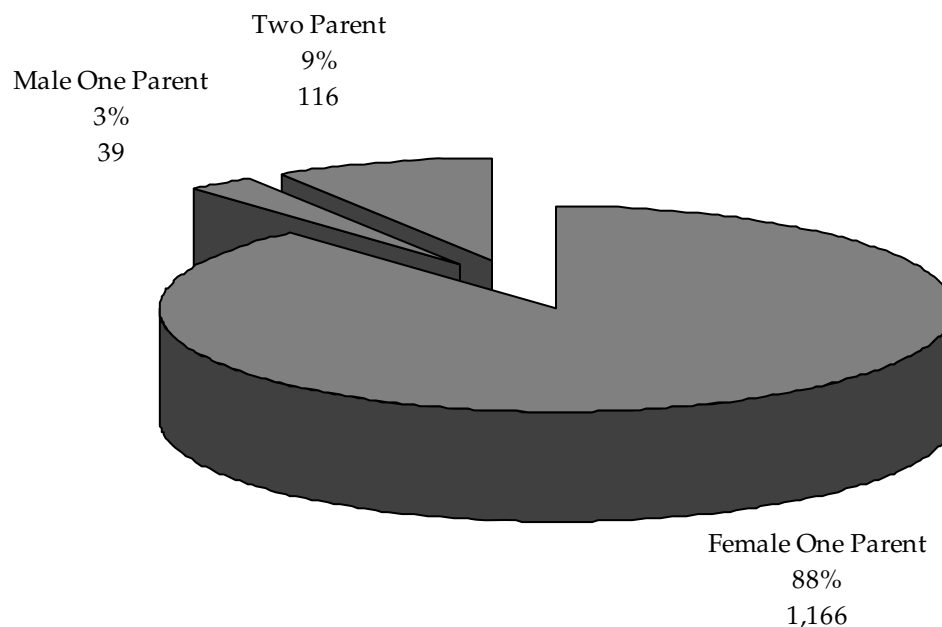
Consistent with all other data about women in poverty discussed thus far, single female households have a much higher rate of poverty than "All Families" in poverty. As many as 43% of female headed households with children under 5 live below the poverty level.

FACTS about Connecticut Women

CT's Homeless Families in Shelters 2004

Homelessness

The Connecticut Coalition to End Homelessness reported that in 2004 10,020 single adults used shelters, and 21% of the single adults were women. They also reported that 1,321 families used shelters, and 88% of the families using shelters were single parent families.



Source: CT Coalition to End Homelessness,
www.cceh.org/FFY2004ANDDEMOG.PDF

FACTS about Connecticut Women

EARNINGS

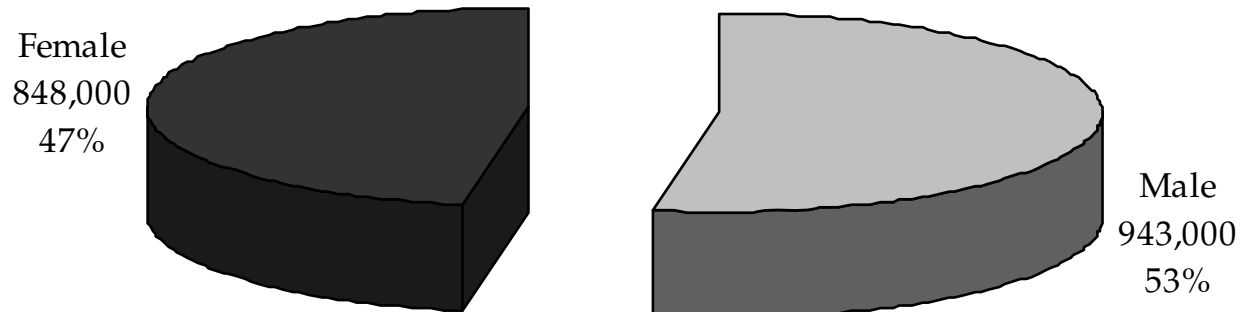
FACTS about Connecticut Women

Labor Market Participation

A According to the Connecticut Department of Labor (2000), women make up 51% of Connecticut's population and 47.7% of Connecticut's labor force. The U.S. Equal Employment Opportunity Commission (2003) reports that women are over represented in the office & clerical and service occupations with average annual earnings of \$33,951 and \$25,654 respectively. Women are under represented in the officials & managers occupations with average annual earnings of \$105,963.

The following charts illustrate the gender and racial/ethnic distribution of workers in various occupational categories.

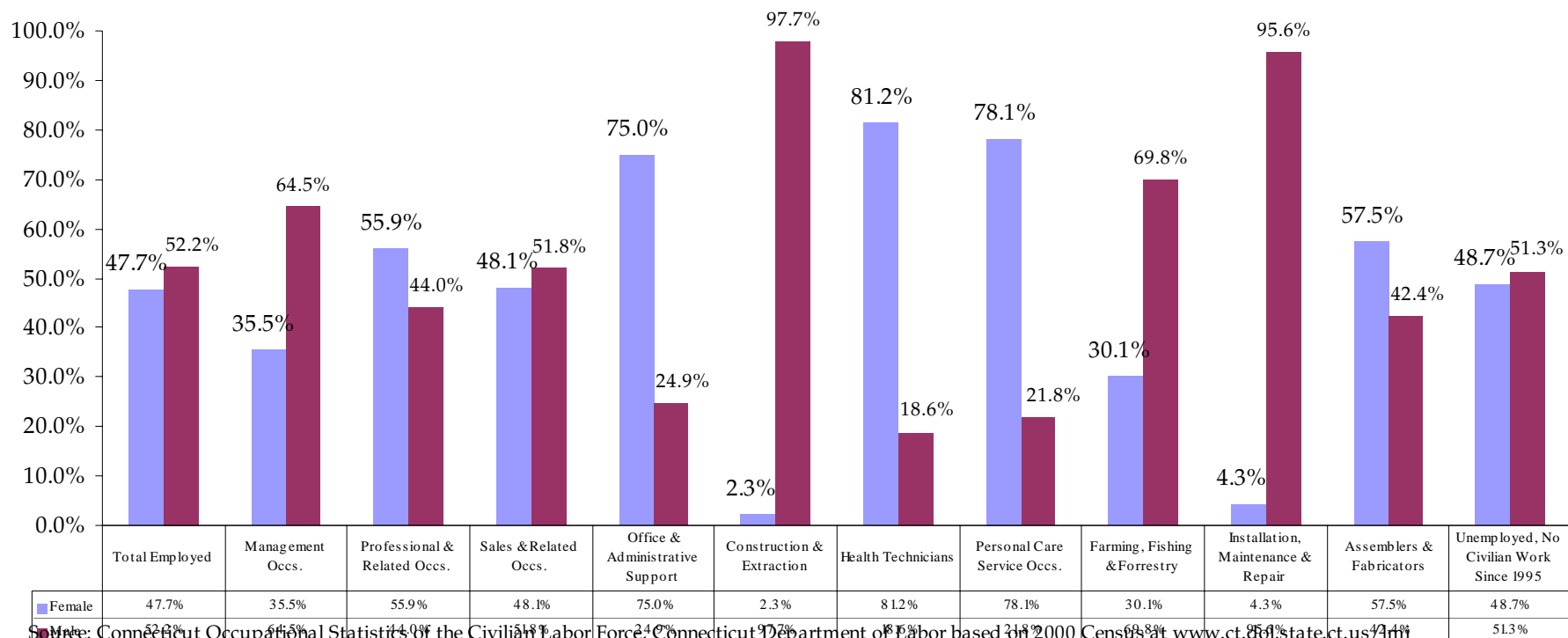
**CT Labor Force
by Gender
2000**



Source: <http://www.bls.gov/lau/table14full04.pdf>

FACTS about Connecticut Women

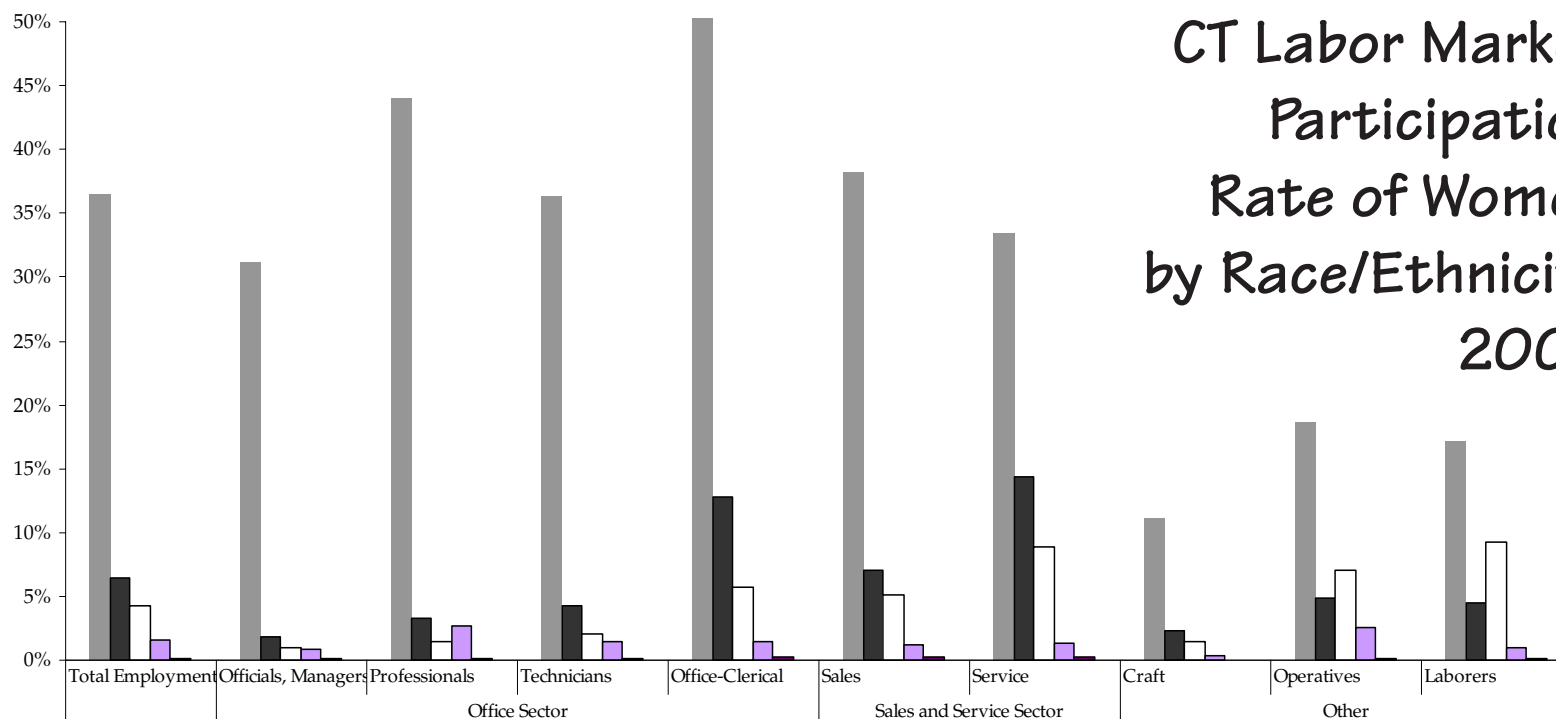
CT Females and Males Employed Within Various Occupational Categories 2000



FACTS about Connecticut Women

■ White Women ■ Black Women □ Hispanic Women ■ Asian Women ■ American Indian Women

CT Labor Market Participation Rate of Women by Race/Ethnicity 2003

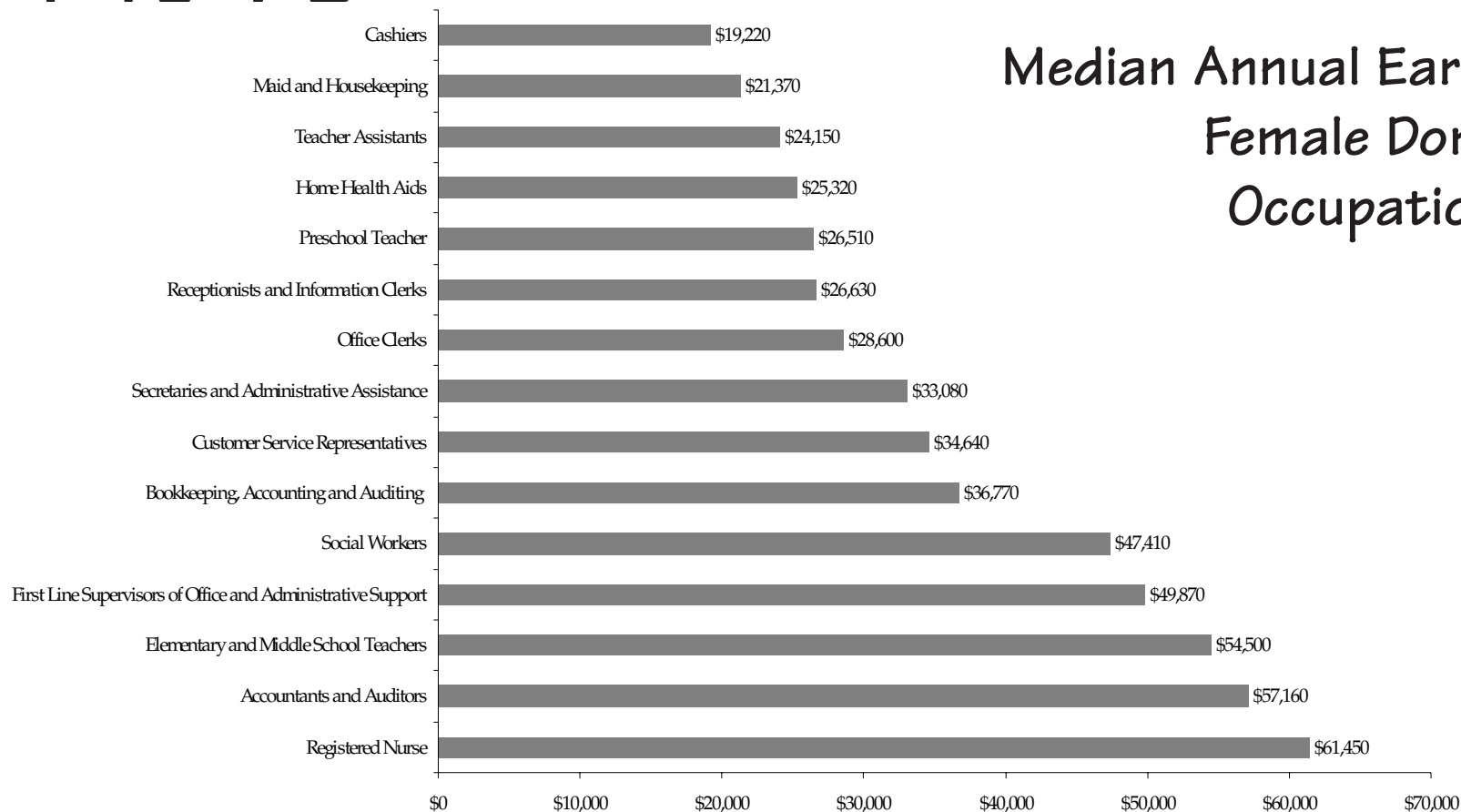


	Total Employment	Officials, Managers	Professionals	Technicians	Office-Clerical	Sales	Service	Craft	Operatives	Laborers
White Women	36.5%	31.1%	44.0%	36.4%	61.0%	38.2%	33.4%	11.1%	18.6%	17.2%
Black Women	6.4%	1.8%	3.3%	4.3%	12.8%	7.0%	14.4%	2.3%	4.9%	4.5%
Hispanic Women	4.2%	1.0%	1.5%	2.1%	5.7%	5.1%	8.9%	1.5%	7.0%	9.3%
Asian Women	1.6%	0.9%	2.7%	1.4%	1.4%	1.2%	1.3%	0.4%	2.5%	1.0%
American Indian Women	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%	0.2%	0.0%	0.1%	0.1%

Source: The U.S. Equal Employment Opportunity Commission, 2003 EEO-1 Aggregate Report CT at <http://www.eeoc.gov/stats/jobpat/2003/state/9.html>

FACTS about Connecticut Women

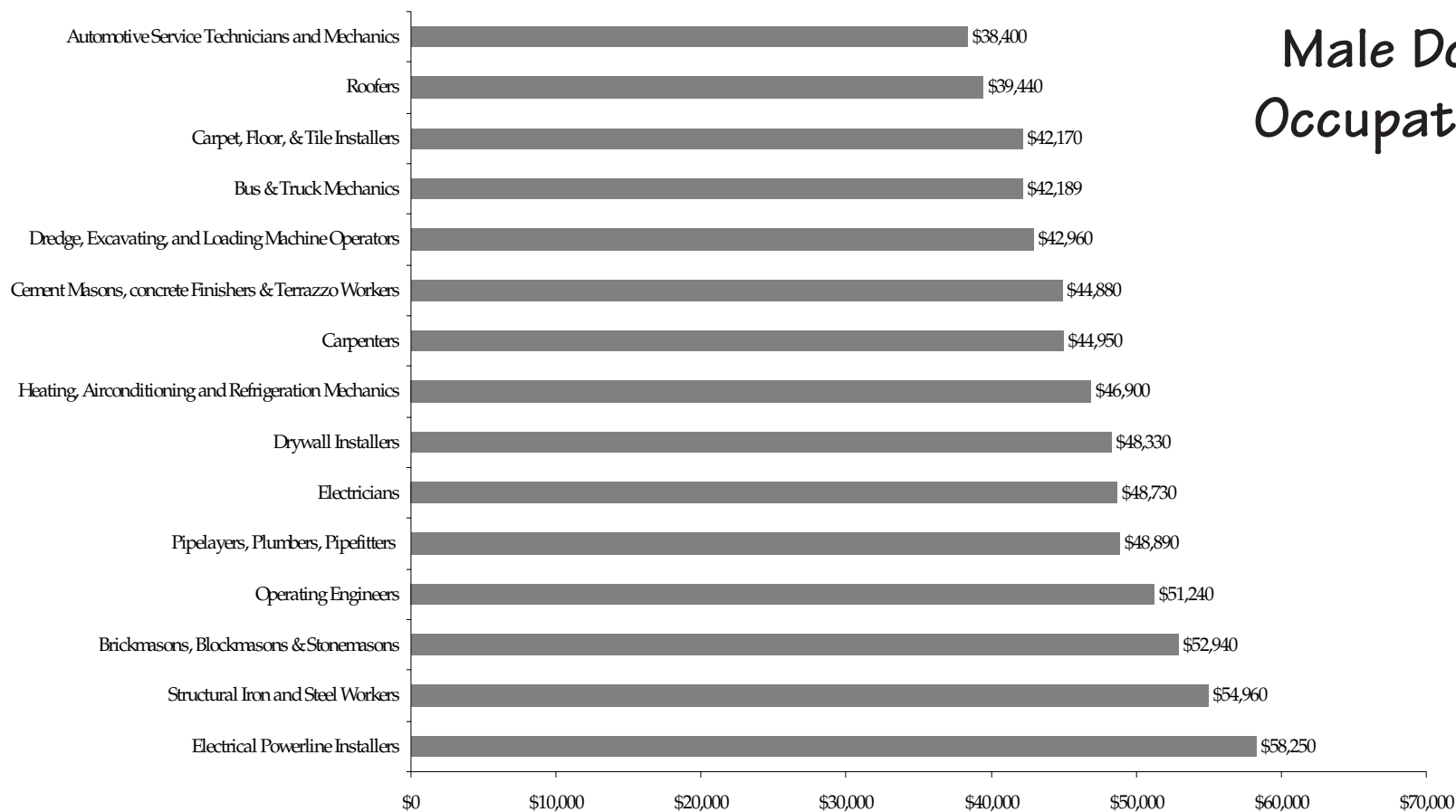
Median Annual Earnings in Female Dominated Occupations U.S. 2004



Source: DOL Women's Bureau, http://stats.bls.gov/oes_ct.htm
<http://www.dol.gov/wb/factsheets/20lead2004.htm>

FACTS about Connecticut Women

Median Annual Earnings in Male Dominated Occupations U.S. 2004

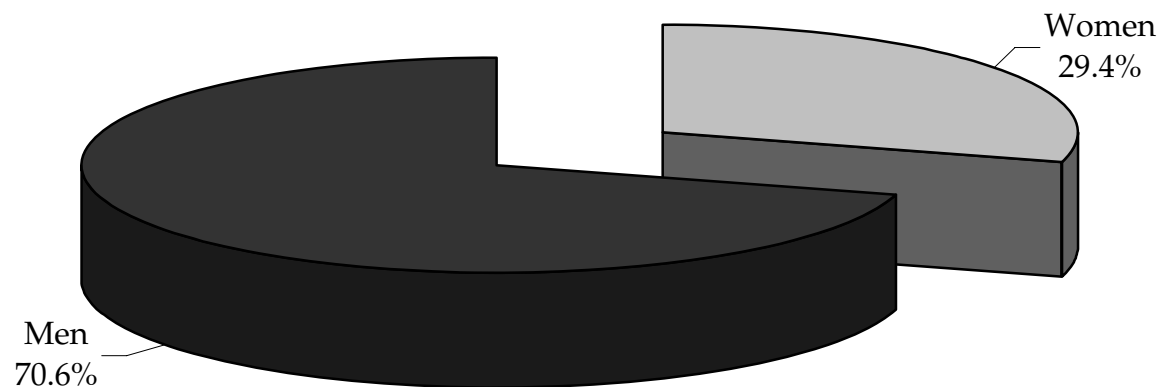


Source: DOL Women's Bureau, http://stats.bls.gov/oes_ct.htm

<http://www.dol.gov/wb/factsheets/nontra2004.htm>

FACTS about Connecticut Women

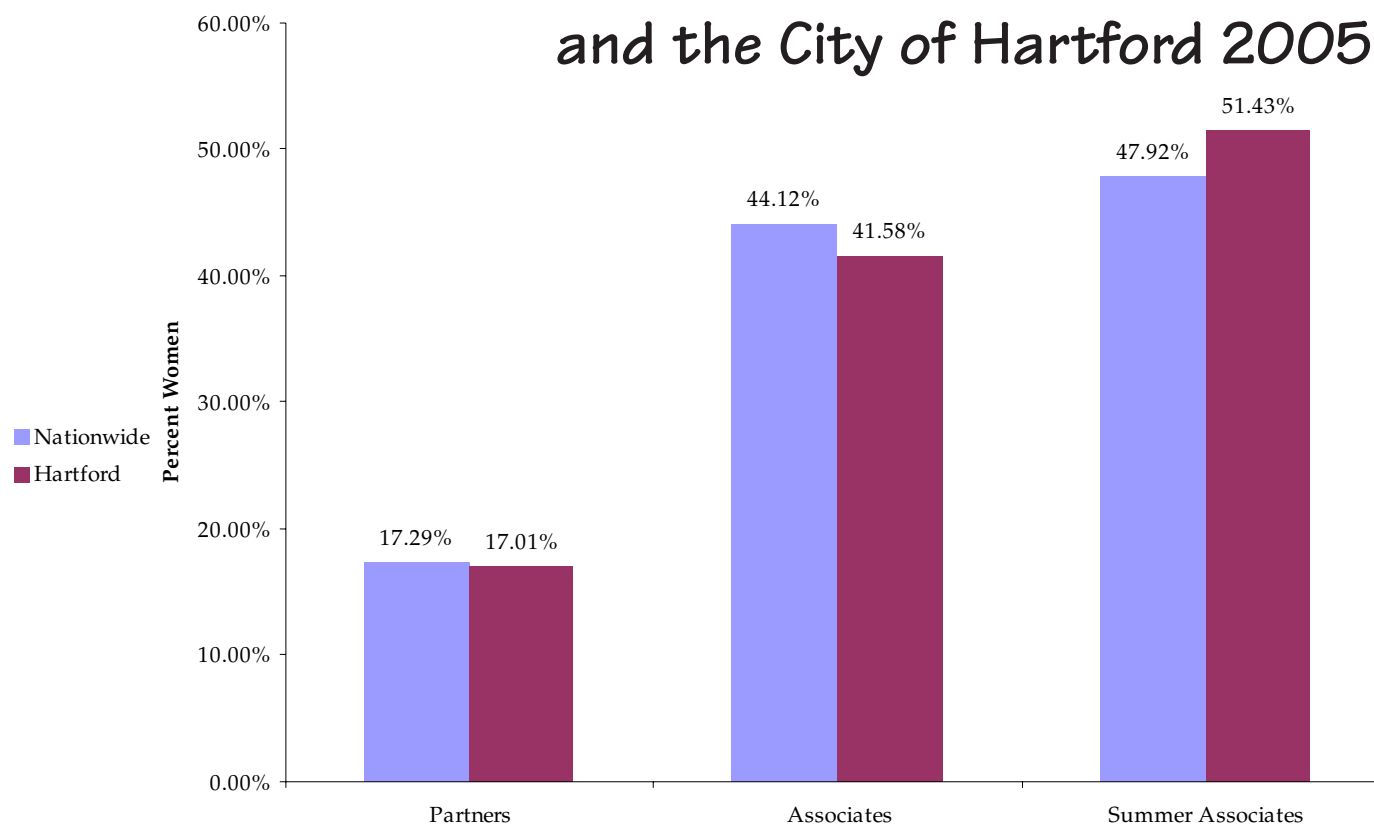
Working in the Legal Profession, U.S. by Gender 2004



Source: American Bar Association, Commission on Women in the Profession; Bureau of Labor Statistics, 2004

FACTS about Connecticut Women

Women Attorneys at Law Firms, U.S. and the City of Hartford 2005



Source: National Association for Law Placement (NALP), *Women and Attorneys of Color Continue to Make Small Gains at Large Law Firms* Press Release, November 17, 2005

FACTS about Connecticut Women

Projected Job Growth by Number of Jobs from 2002 to 2012, CT

Occupation Titles	Projected Growth by Number of Jobs from 2002 to 2012	Annual Openings	Annual Projected Percent Growth Rate from 2002 to 2012	Average Wage 2005	
				Hourly	Annual
Cashiers	4,460	2,743	6%	\$9.28	\$19,287
Retail Salespersons	4,400	2,314	4%	\$13.03	\$27,104
Waiters and Waitresses	4,310	1,764	7%	\$8.89	\$18,491
Registered Nurses	5,250	1,181	4%	\$29.54	\$61,455
Combined Food Preparation and Serving Workers	3,040	1,070	6%	\$9.29	\$19,321
Janitors & Cleaners, exc. Maids Housekeeping Cleaners	3,110	904	3%	\$11.79	\$24,519
Customer Service Representatives	3,750	820	3%	\$16.64	\$34,594
Sales Representatives, Wholesale and Manufacturing	2,230	775	4%	\$32.95	\$68,536
Office Clerks, General	220	737	2%	\$13.73	\$28,575
Food Preparation Workers	2,180	709	5%	\$10.49	\$21,824
Teachers Assistants	2,550	682	3%	\$11.50	\$24,290
Accountants and Auditors	2,590	637	3%	\$32.69	\$68,006
General and Operation Managers	2,040	583	3%	\$61.24	\$127,382
Receptionists and Information Clerks	2,360	575	4%	\$12.79	\$26,606
Landscaping and Groundskeeping Workers	2,470	563	4%	\$13.33	\$27,726

Source: The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

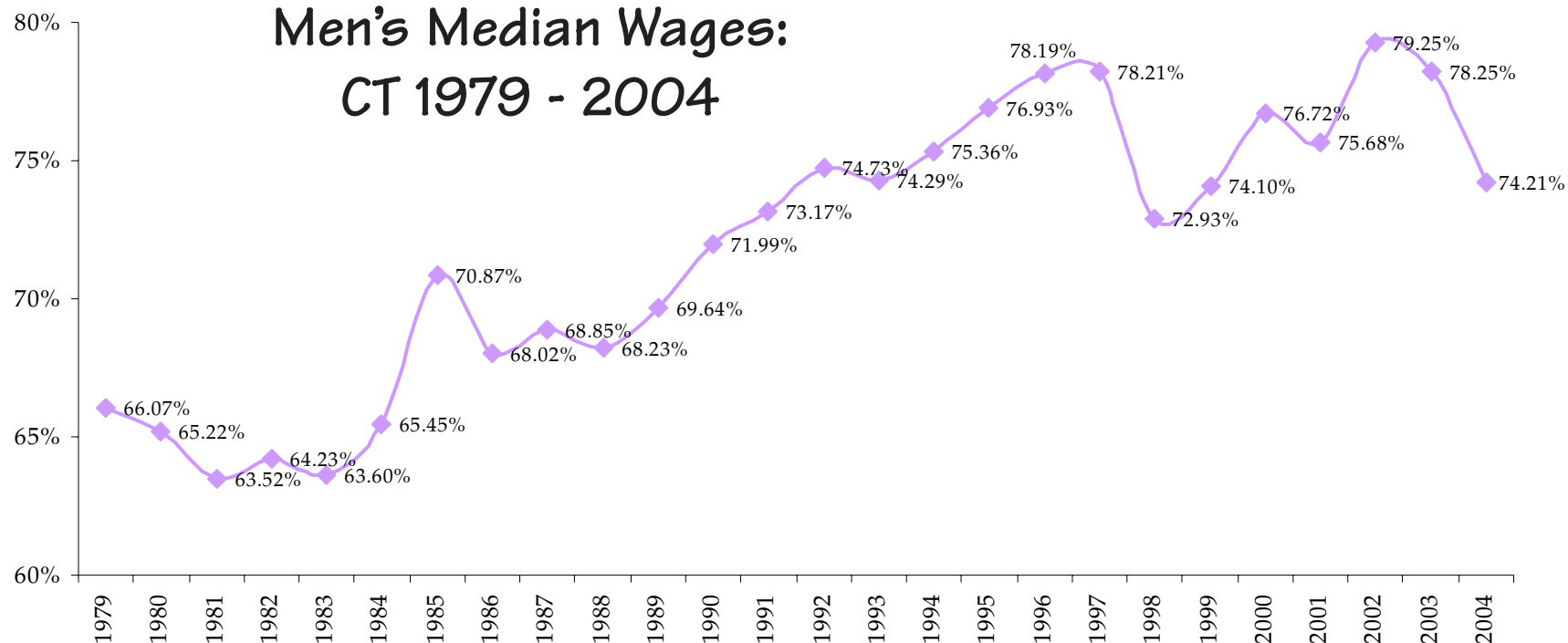
Wage Gap CT

In the last 25 years there has been a steady but slow improvement in the wage gap between women and men. The clearest improvement occurred between 1981 and 1996. Since then, there has been no clear trend. In 1979, the wage gap was approximately 34% and in 2004 it was approximately 25%.

If we continue at the current rate of change in Connecticut, women will not receive equal pay for equal work until the year 2086.

FACTS about Connecticut Women

Women's Median Wages as Percentage of Men's Median Wages: CT 1979 - 2004



Source: Ct Voices for Children, State of Working CT 2005, <http://www.ctkidslink.org/>

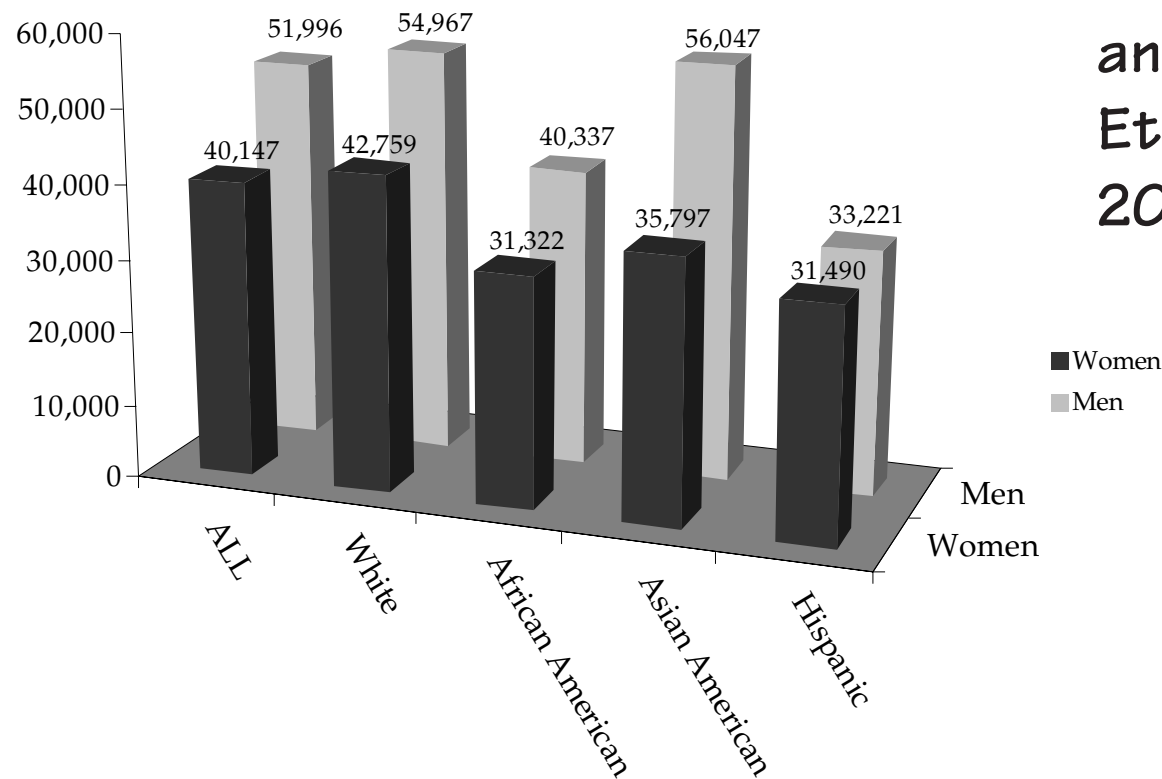
FACTS **about Connecticut Women**

Racial and Gender Disparity in Earnings

Median annual earnings are the median yearly earnings of the non institutionalized population aged 16 and older who worked fulltime year round. White men have the highest median annual earnings as compared to all other racial and ethnic groups regardless of gender. The greatest earnings disparity exists for African American and Hispanic women who earn 57 cents for every \$1.00 earned by white men.

FACTS about Connecticut Women

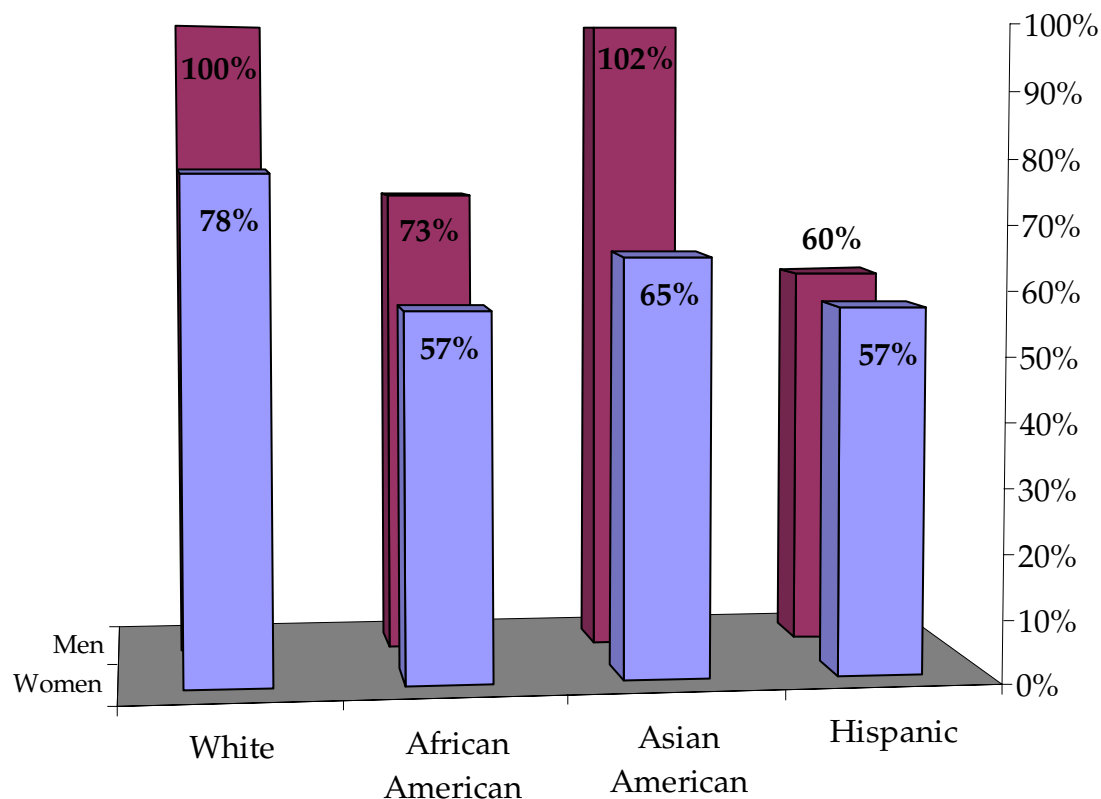
Median Annual Earnings by Race and Gender/ Ethnicity in CT 2004



Source: U.S. Census, 2004 American Community Survey,
Tables B20017, B20017A, B20017B, B20017C, B20017D,

FACTS about Connecticut Women

Median Annual
Earnings as a
Percentage of White
Men's Earnings, by
Race/Ethnicity in
CT 2004



Source: U.S. Census , 2004 American Community Survey, Tables B20017, B20017A, B20017B, B20017C, B20017D, B20017I

FACTS about Connecticut Women

The Glass Ceiling in Connecticut 2005

The glass ceiling has come to mean an invisible but impenetrable barrier between women and the executive suite, preventing women from reaching the highest levels of the business world regardless of their accomplishments and merits.¹

The PCSW surveyed the Top 100 companies in Connecticut as reported in the 2004 and 2005 Connecticut Magazine's "The Connecticut 100," a list of the state's 100 largest public and private industrial and service companies. The top three positions in each company were researched. Of the top 100 Connecticut companies, 92% of the top three positions are held by men while 8% of these positions are held by women.² The businesses surveyed appear on the next two pages (in order of their size).

¹ "Good for Business: Making Full Use of the Nation's Human Capital" The Environmental Scan; A Fact Finding Report of the Federal Glass Ceiling Commission, Washington, D.C. 1991. pg. iii

² Connecticut Magazine, "The Connecticut 100;" 2005

FACTS about Connecticut Women

The CT 100

a list of the state's 100 largest public and private industrial and service companies

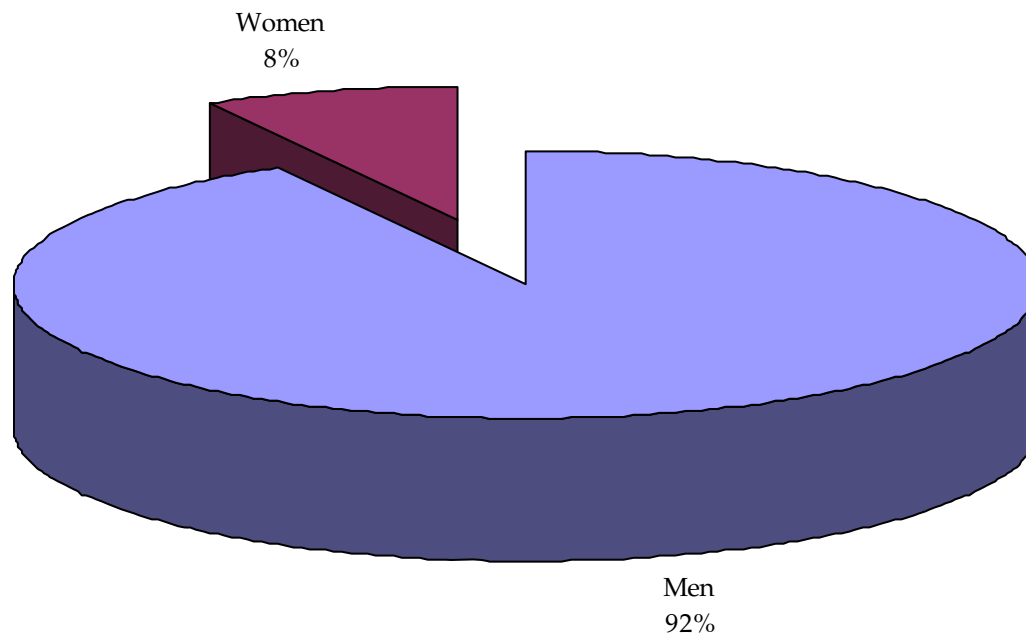
- | | | |
|--|---|-------------------------------------|
| 1. General Electric Co. Inc. | 22. Silgan Corp. | 41. Mohegan Tribal Gaming Authority |
| 2. United Technologies Corp. | 23. Crompton Corp. | 42. Arch Chemicals Inc. |
| 3. International Paper Co.] | 24. Applera Corp. | 43. UIL Holdings Corp. |
| 4. The Hartford Financial Services Group | 25. Mashantucket Pequot Gaming Enterprises Inc. | 44. Ethan Allen Inc. |
| 5. Aetna Inc. | 26. Hubbell Inc. | 45. Hexcel Corp. |
| 6. Xerox Corp. | 27. UST Inc. | 46. Kaman Corp. |
| 7. Premcor Inc. | 28. United Natural Foods Inc. | 47. Barnes Group Inc. |
| 8. MeadWestvaco Corp. | 29. Crane Co. | 48. priceline.com Inc. |
| 9. Gerald Metals Inc. | 30. Retail Brand Alliance Inc. | 49. Bozzuto's Inc. |
| 10. Northeast Utilities | 31. Purdue Pharma | 50. Gartner Inc. |
| 11. Doctors Associates Inc. | 32. Olin Corp. | 51. Student Loan Corp. |
| 12. Praxair Inc. | 33. Towers Perrin | 52. PanAmSat Corp. |
| 13. Oxford Health Plans Inc. | 34. Magellan Health Services, Inc. | 53. Timex Enterprises Inc. |
| 14. Pitney Bowes Inc. | 35. Blyth Industries Inc. | 54. Interactive Brokers Group |
| 15. EMCOR Group Inc. | 36. Star Gas Partners LP | 55. Playtex Family Products Corp. |
| 16. Terex Corp. | 37. IMS Health Inc. | 56. Imagistics International Inc. |
| 17. W.R. Berkley Corp. | 38. Conair Corp. | 57. MacDermid Inc. |
| 18. United Rentals Inc. | 39. ADVO Systems Inc. | 58. Unimin Corp. |
| 19. The Stanley Works | 40. Amphenol Corp. | 59. Gerber Scientific Inc. |
| 20. Phoenix Companies Inc. | | 60. Vertrue Inc. |
| 21. Citizens Communications Co. | | 61. Katy Industries Inc. |

FACTS about Connecticut Women

62. Lane Construction Corp.
63. World Wrestling Entertainment Inc.
64. Photronics Inc.
65. Dictaphone Corp.
66. Swisher International Group Inc.
67. OMI Corp.
68. Stanadyne Automotive Corp.
69. CUNO Inc.
70. Tauck Holdings Inc.
71. Hometown Auto Retail
72. Lydall Inc.
73. Stew Leonard's
74. FactSet Research Systems
75. Genesee & Wyoming Inc.
76. Rogers Corp.
77. Brant-Allen Industries Inc.
78. TRC Companies Inc.
79. TransPro Inc.
80. Ulbrich Stainless Steel and Special Metals
81. O&G Industries Inc.
82. Simkins Industries Inc.
83. Raytech Corp.
84. Yarde Metals Inc.
85. Oakleaf waste Management, LLC
86. Independence Holding Co.
87. ATMI Corp.
88. The Aristotle Corp.
89. Baldwin Technology Co.
90. United States Beverage, LLC
91. Sturm, Ruger & Co, Inc.
92. Santa Holding Co.
93. BKM Enterprises Inc.
94. Ensign-Bickford Industries
95. OptiCare Health Systems, Inc.
96. Meta Group Inc.
97. Guida-Siebert Dairy
98. Zygo Corp
99. Vital Works Inc.
100. First Aviation Services, Inc.

FACTS about Connecticut Women

Top Three Positions in CT's Top 100 Companies According to Gender 2005



Source: Connecticut Magazine's Top 100 Companies, 2005

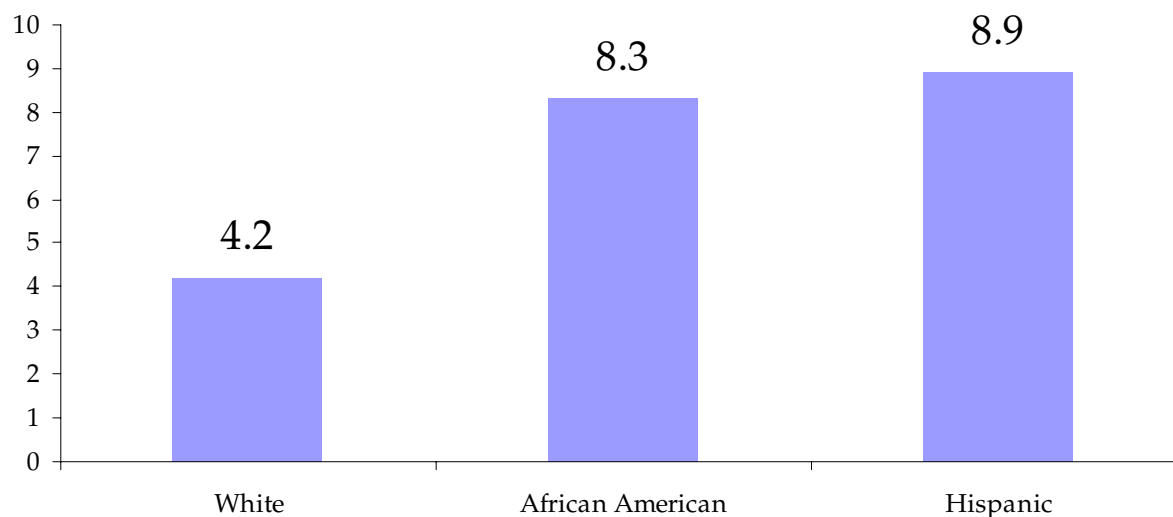
FACTS about Connecticut Women

Unemployment Rates

As of June 2003, women were under-represented in the ranks of CT's unemployed representing only 41.5% of the unemployed while they made up 47% of the labor force. However, African American and Hispanic women are unemployed at a rate two times that of white women. It is important to note that of the long term unemployed that are no longer looking for work and the underemployed are not reflected in these statistics.

FACTS about Connecticut Women

Women's Unemployment Rates by Race/Ethnicity CT 2004



Source: U.S. Bureau of Labor Statistics, at <http://www.bls.gov/lau/table14full04.pdf>

FACTS about Connecticut Women

Economic Self- Sufficiency

FACTS about Connecticut Women

Family Economic Self-Sufficiency in CT

The Self-Sufficiency Standard is calculated by the Connecticut Office of Workforce Competitiveness, pursuant to C.G.S. 4-66e how much income is needed for a family of a certain composition in a given place to adequately meet their basic needs – without public or private assistance. The portion of income designated for healthcare assumes access to employer sponsored health insurance. The portion of income designated as miscellaneous includes clothes, shoes, paper products, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items, and telephone service.

The Self-Sufficiency Standard for One Adult, One Preschooler and One Schoolage Child

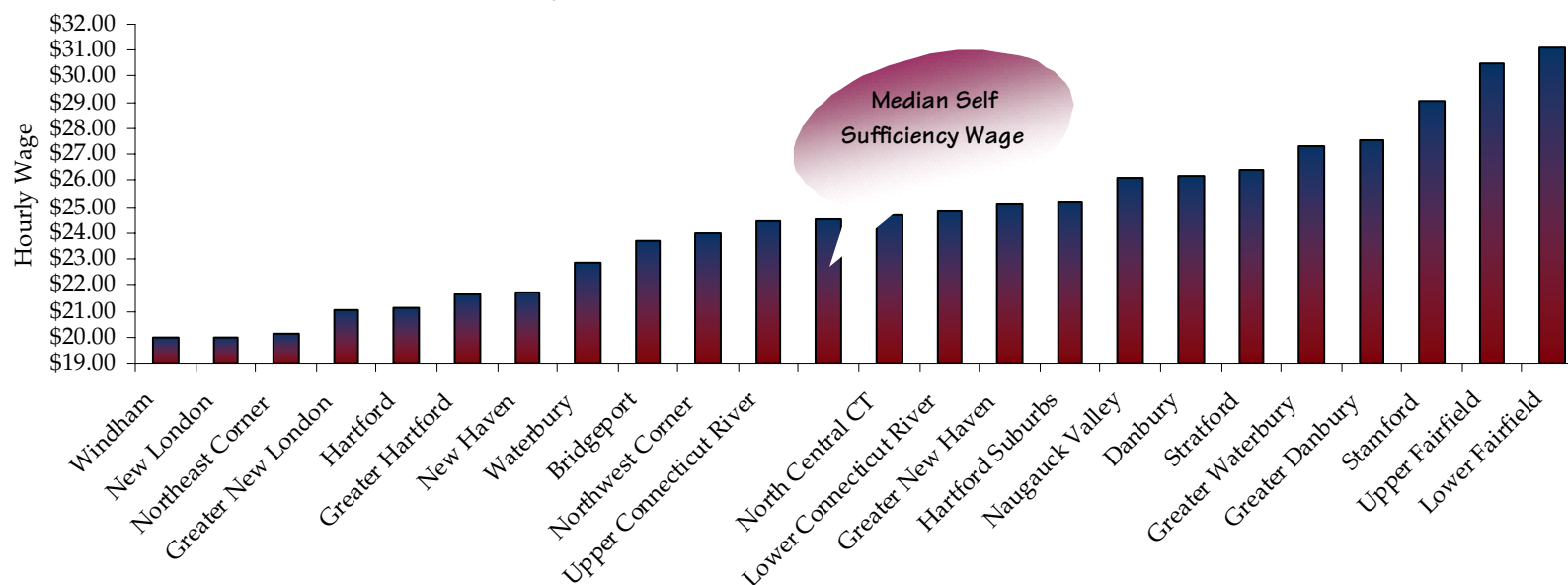
	Waterbury	New Haven	Stamford	Hartford	New London
Monthly Costs					
Housing	\$645	\$794	\$1,312	\$709	\$683
ChildCare	\$1,462	\$1,422	\$1,643	\$1,401	\$1,193
Food	\$492	\$487	\$505	\$527	\$451
Transportation	\$268	\$45	\$45	\$45	\$239
Health Care	\$291	\$291	\$291	\$291	\$291
Miscellaneous	\$316	\$304	\$379	\$297	\$286
Taxes	\$820	\$751	\$1,209	\$716	\$652
Child Care	-\$100	-\$100	-\$100	-\$100	-\$105
Tax Credit (-)					
Child Tax Credit	-\$167	-\$167	-\$167	-\$167	-\$167
Tax Credit (-)					
Self-Sufficiency Hourly Wage:	\$22.88	\$21.74	\$29.07	\$21.13	\$20.02

Source: The Real Cost of Making a Living in Connecticut 2005: Self Sufficiency Standard for Connecticut

FACTS about Connecticut Women

The following charts highlight selected areas of the state. The complete report, *The Real Cost of Making a Living 2005: Self Sufficiency Standard for Connecticut*, can be accessed online at <http://www.cga.ct.gov/pcsw/> or by calling the PCSW at (860)240-8300.

1 adult, 1 preschooler, 1 school age child CT 2005

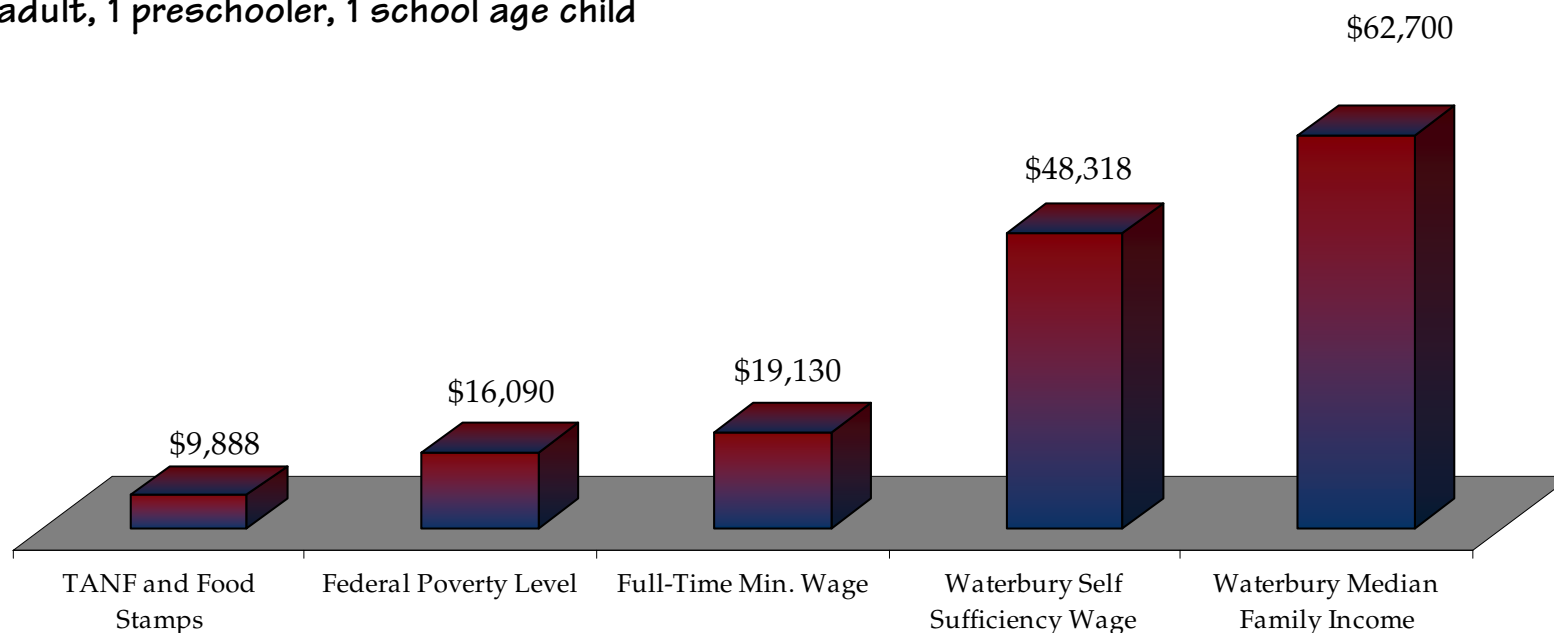


Source: The Real Cost of Making a Living 2005: Self Sufficiency Standard for Connecticut

FACTS about Connecticut Women

Comparing the Self-Sufficiency Standard to Other Income Benchmarks CT 2005

1 adult, 1 preschooler, 1 school age child



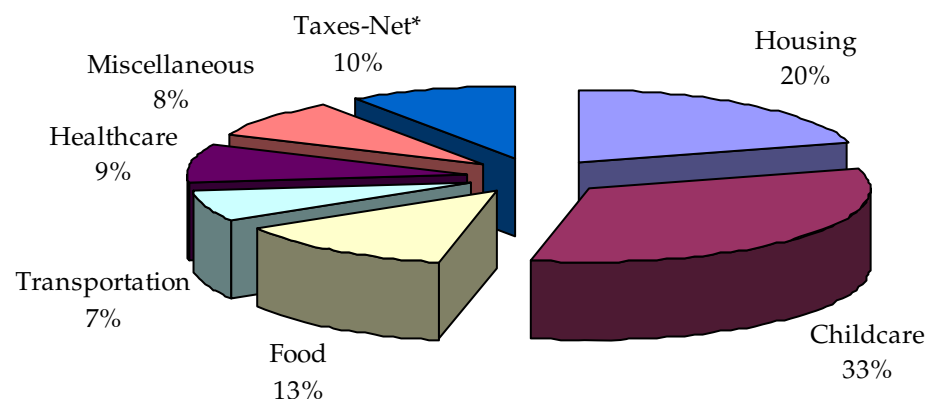
Data for Waterbury CT is being used here for illustrative purposes.

Source: *The Real Cost of Making a Living in 2005: The Self-Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

Percentage of Income Needed to Meet Basic Needs of One Adult,
Infant and Schoolage Child in New London, CT 2005.

The Self-Sufficiency per hour
wage would be \$19.26.

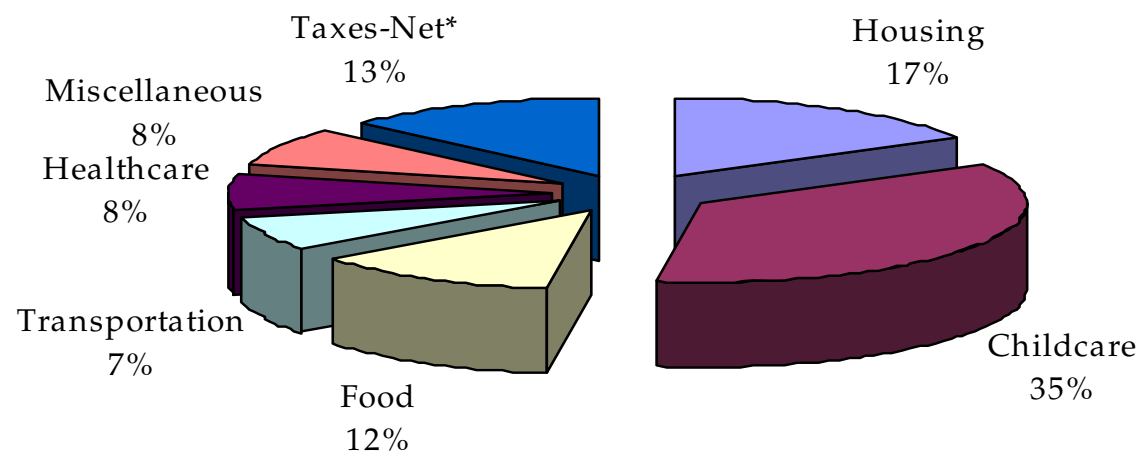


*Percentages include the net effect of taxes and tax credits.

Source: *The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

Percentage of Income Needed to Meet Basic Needs of One Adult, Infant and Schoolage Child in Waterbury, CT 2005. The Self-Sufficiency per hour wage would be \$22.01.

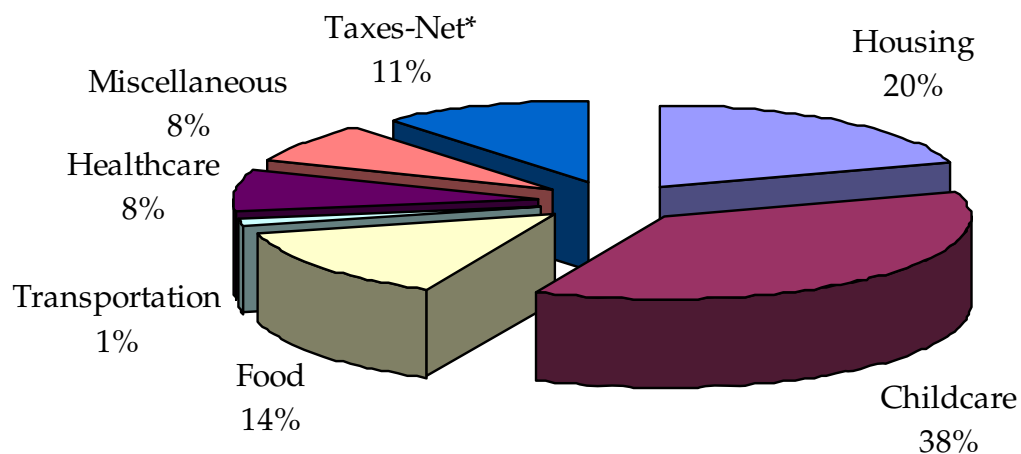


*Percentages include the net effect of taxes and tax credits.

Source: *The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

Percentage of Income Needed to Meet Basic Needs of One Adult, Infant and Schoolage Child in Hartford, CT 2005. The Self-Sufficiency per hour wage would be \$20.25.

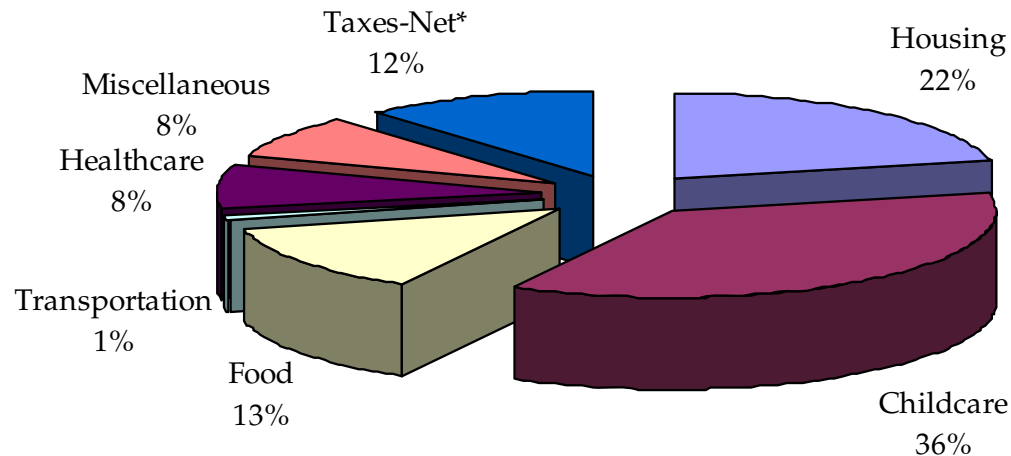


*Percentages include the net effect of taxes and tax credits.

Source: *The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

Percentage of Income Needed to Meet Basic Needs of One Adult, Infant and Schoolage Child in New Haven, CT. The Self-Sufficiency per hour wage would be \$20.94.

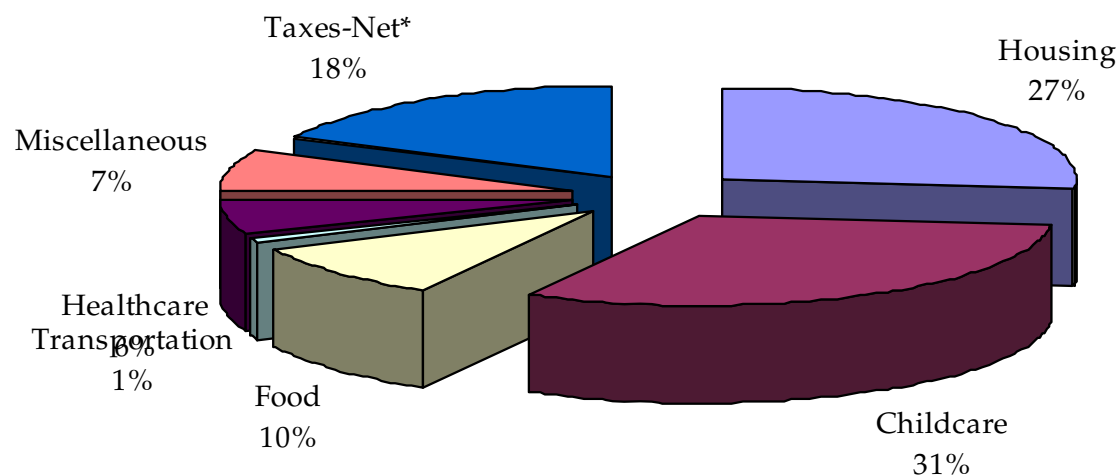


*Percentages include the net effect of taxes and tax credits.

Source: *The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of CT

FACTS about Connecticut Women

Percentage of Income Needed to Meet Basic Needs of One Adult, Infant and Schoolage Child in Stamford, CT 2005. The Self-Sufficiency per hour wage would be \$28.06.



*Percentages include the net effect of taxes and tax credits.

Source: The Real Cost of Making a Living in 2005: The Self Sufficiency Standard for Connecticut, Office of Workforce Competitiveness, State of CT

FACTS

about
Connecticut
Women

Childcare

FACTS about Connecticut Women

CHILD CARE

Child care is a work support for working parents and improves the cognitive development and school success of children. The cost of child care can be very high, and requires a significant share of the monthly earnings of low to moderate income families. For example, a single mother with an infant and school age child who was earning the minimum needed to meet her basic expenses in Greater New London as determined by the Connecticut Self-Sufficiency Standard would have to spend approximately \$1,127 per month, or 32% of her monthly costs. A family consisting of two parents and two school age children in Greater Danbury, earning self sufficiency wages of \$58,436, spends 22.87% of their income on childcare. That same family type living in Bridgeport, earning self sufficiency wages of \$46,602, spends 32.29% of their income on child care. The average cost to parents for a four-year old in a Connecticut Early Care center is \$8,240, while undergraduate in-state tuition and fees at the University of CT are \$6,806.¹

Most working parents with low to moderate incomes require some government assistance to pay for childcare and make ends meet. However, the number of children attending pre-school programs with assistance from the state's Care 4 Kids program has dropped approximately 46% from 31,485 in 2000 to 17,275 in 2004. Some families are receiving child care assistance from other government programs, but working families with incomes over 55% of the state's median income are no longer eligible for assistance from Care 4 Kids.

¹ Pearce, Diana, *The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut*, Office of Workforce Competitiveness, State of Connecticut, 2005

FACTS about Connecticut Women

Child Care Availability in CT 2004

	Connecticut Capacity/Vacancy		North Central Capacity/Vacancy		North West Capacity/Vacancy		East Capacity/Vacancy		South Central Capacity/Vacancy		South West Capacity/Vacancy	
Infant Toddler	22,524	2,620	7,220	953	3,575	431	2,630	223	5,483	670	3,616	343
Preschool	49,364	6,673	16,201	2,318	7,303	1,050	5,486	723	11,151	1,580	9,223	1,002
School Age	40,995	6,703	13,560	2,164	6,600	1,312	4,426	589	9,261	1,545	7,148	1,093
Head Start	6,431	332	1,693	51	992	151	620	63	1,868	60	1,258	7
Nursery School	38,258	1,672	9,550	492	6,591	269	3,593	119	8,451	359	10,073	433

Source: WWW.CHILDCAREINFOLINE.ORG

FACTS about Connecticut Women

Monthly Cost of Child Care for Selected Regions of CT 2005

	Northeast Corner	Hartford	Greater New Haven	Greater Danbury	Stamford
one preschooler	\$738	\$866	\$879	\$905	\$1,015
one preschooler and one school age	\$1,193	\$1,401	\$1,422	\$1,462	\$1,643

Source: *The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut*

Northeast Corner composed of Brooklyn, Canterbury, Eastford, Hampton, Killingly, Plainfield, Pomfret, Putnam, Scotland, Sterling, Thompson, and Woodstock.

Greater New Haven is composed of Clinton, Killingworth, Branford, Bethany, East Haven, Guilford, Hamden, Madison, Meriden, Milford, North Haven, North Branford, Orange, Wallingford, West Haven, and Woodbridge.

Greater Danbury is composed of Bethel, Brookfield, New Fairfield, Newtown, Redding, Ridgefield, Sherman, Bridgewater, New Milford, Roxbury, and Washington.

FACTS about Connecticut Women

EDUCATION & EARNINGS

FACTS about Connecticut Women

Women and Education

Throughout the United States, college graduates age 25 and over earn nearly twice as much as workers who stopped with a high school diploma....The unemployment rate for workers who dropped out of high school is nearly four times the rate for college graduates.¹ According to the U.S. Department of Labor, from 1979 to 2000, the earnings of college-educated women grew nearly twice as fast as the earnings of men, but these women still earn less than men.²

Increasing education level does not close the gender wage gap. Women with an education level of “some high school” earn \$13,300 less than men with “some high school” while women with a graduate or professional degree make \$22,358 less than men with a Graduate or professional degree. A comparison across levels of education reveals that women with a Bachelor’s degree earn \$1,421 less than men with an Associate’s degree and women with a graduate degree earn \$3,680 less than men with an Associate’s degree. However, earnings go up significantly for both men and women as educational levels increase. The statewide dropout rate for high school girls in Connecticut was 1.6% in 2003-2004, slightly less than that of boys (2.1%). Women who did not graduate high school in 2003 were earning an average of \$19,253 a year; women who completed high school that same year made an average of \$26,146. By comparison, women earned on average \$41,715 if they had a bachelor’s degree.³ Based on the 2000 Census data used in the Institute for Women’s Policy Research’s *The Status of Women in the States 2004*, only 29.4% of Connecticut women age 25 and over had a bachelor’s degree or more.

Enrollment data about women at the University of Connecticut is reported here as an example of trends over time with respect to enrollment and areas of study. Almost 53% of students enrolled at the University of Connecticut for the Fall 2005 semester were women. These women were more likely than their male counterparts to choose majors in schools such as

FACTS about Connecticut Women

nursing, family studies, and education. Male students outnumber female students in engineering and business, ultimately leading to careers in structural engineering, mechanical engineering, management, accounting, and finance, where women are similarly outnumbered in the workforce.

¹ U.S. Department of Labor, Bureau of Labor Statistics, *Working in the 21st Century*, 2005; <http://www.bls.gov/opub/home.htm>

² *Ibid*

³ United States Bureau of Labor Statistics, Current Population Survey 2003. Please see the "Impact of Education on Earnings, by Gender for Connecticut, 2003" chart in this section.

⁴ Please see the "Percent of Persons Aged 25 and Over in Connecticut with a Four-Year College Degree or More, by Gender, Race, and Ethnicity, 2000" chart in this section.

⁵ University of Connecticut Office of Institutional Research, 2005-2006 Fact Book, *Total University (Excluding Health Center) Enrollment Headcount by Ethnicity and Gender, and Percent Minority and Percent Female, Fall 1986-2005*

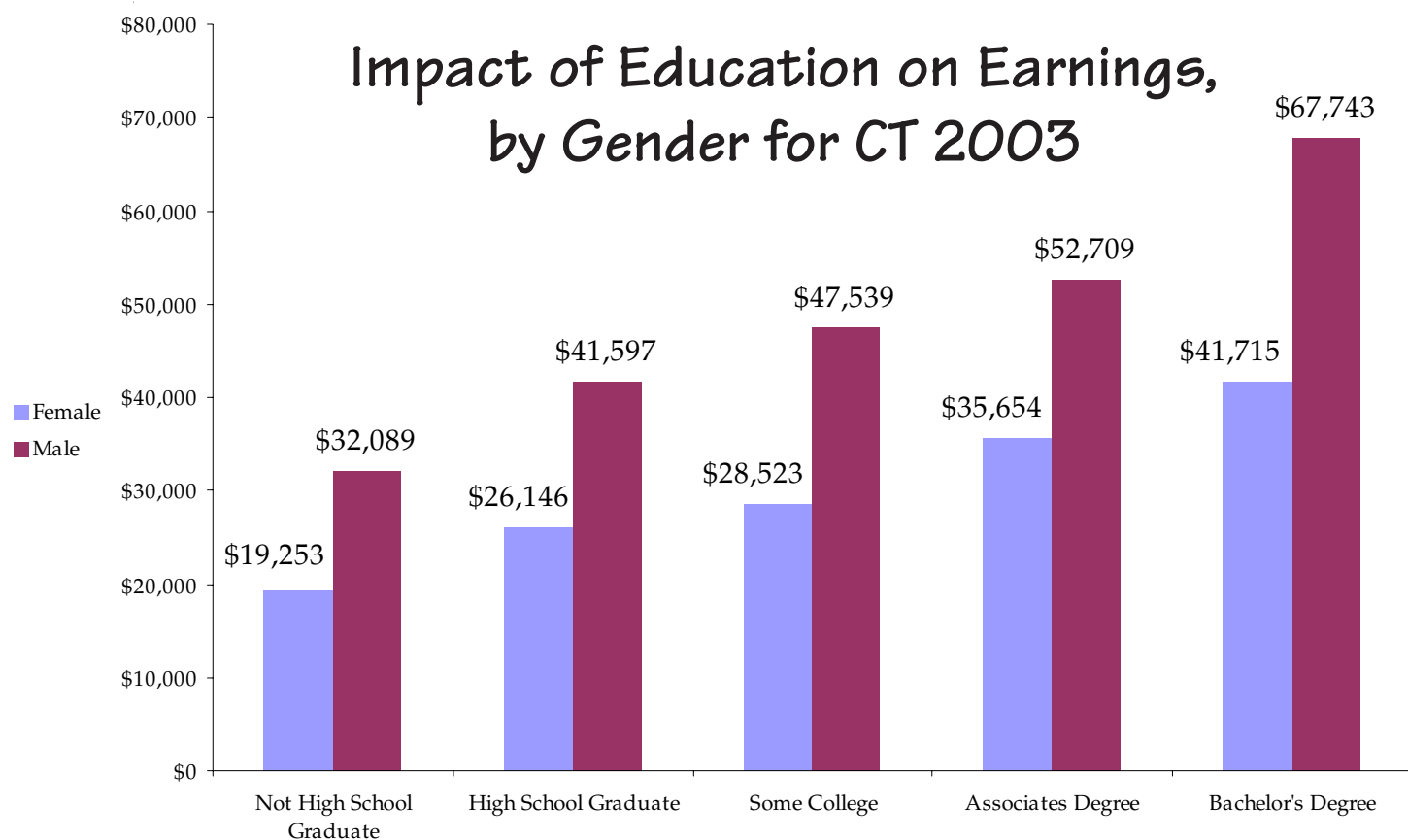
FACTS about Connecticut Women

CT Statewide Dropout Rate* by Gender 1997-2004



*Dropout rates apply to Connecticut students previously in Grades 9 through 12 enrolled in Year high school or a self-contained high school-level program. Source: Connecticut State Department of Education, 2005

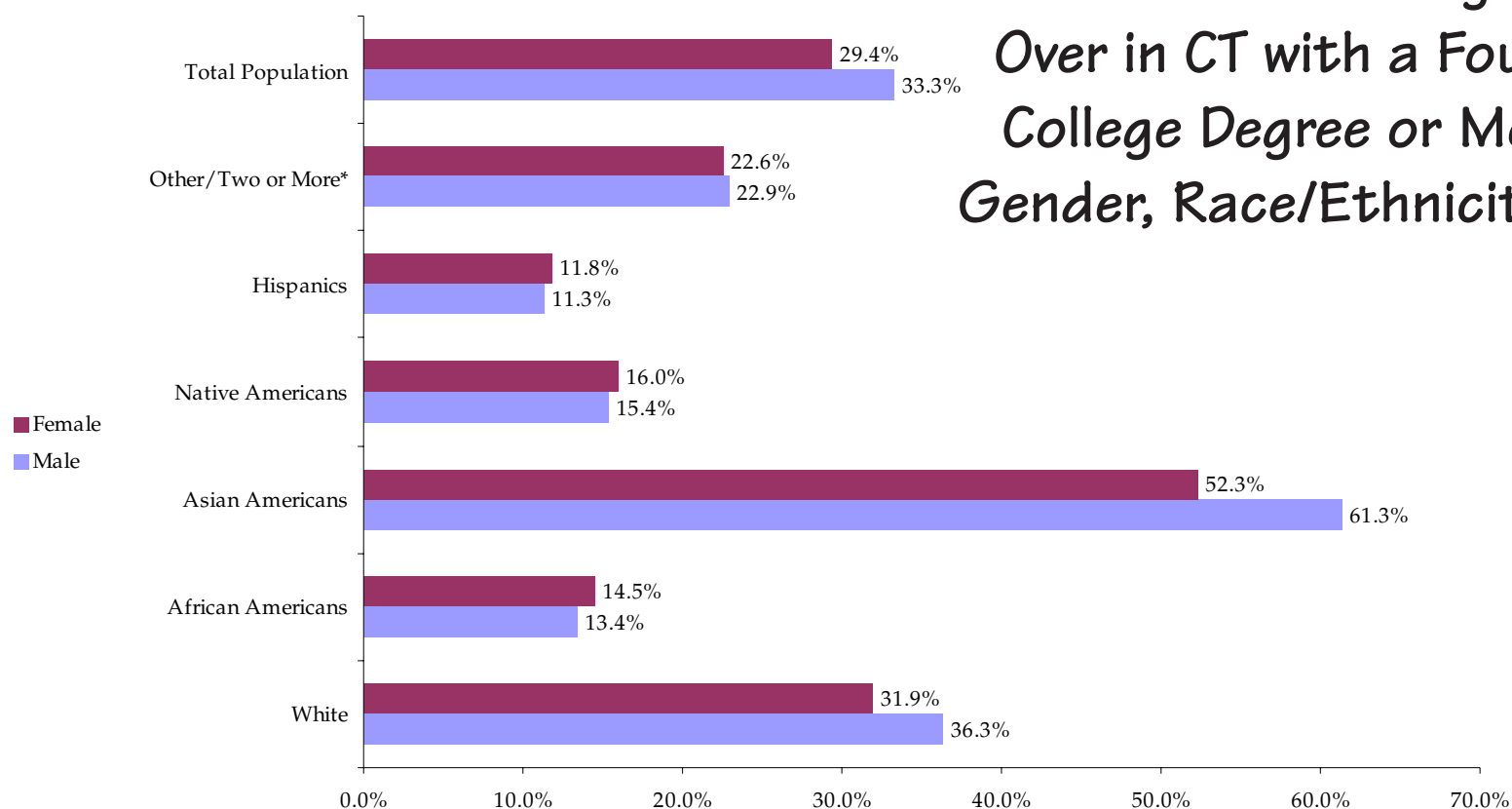
FACTS about Connecticut Women



Source: United States Bureau of Labor Statistics, Current Population Survey 2003

FACTS about Connecticut Women

Percent of Persons Aged 25 and Over in CT with a Four-Year College Degree or More, by Gender, Race/Ethnicity 2000

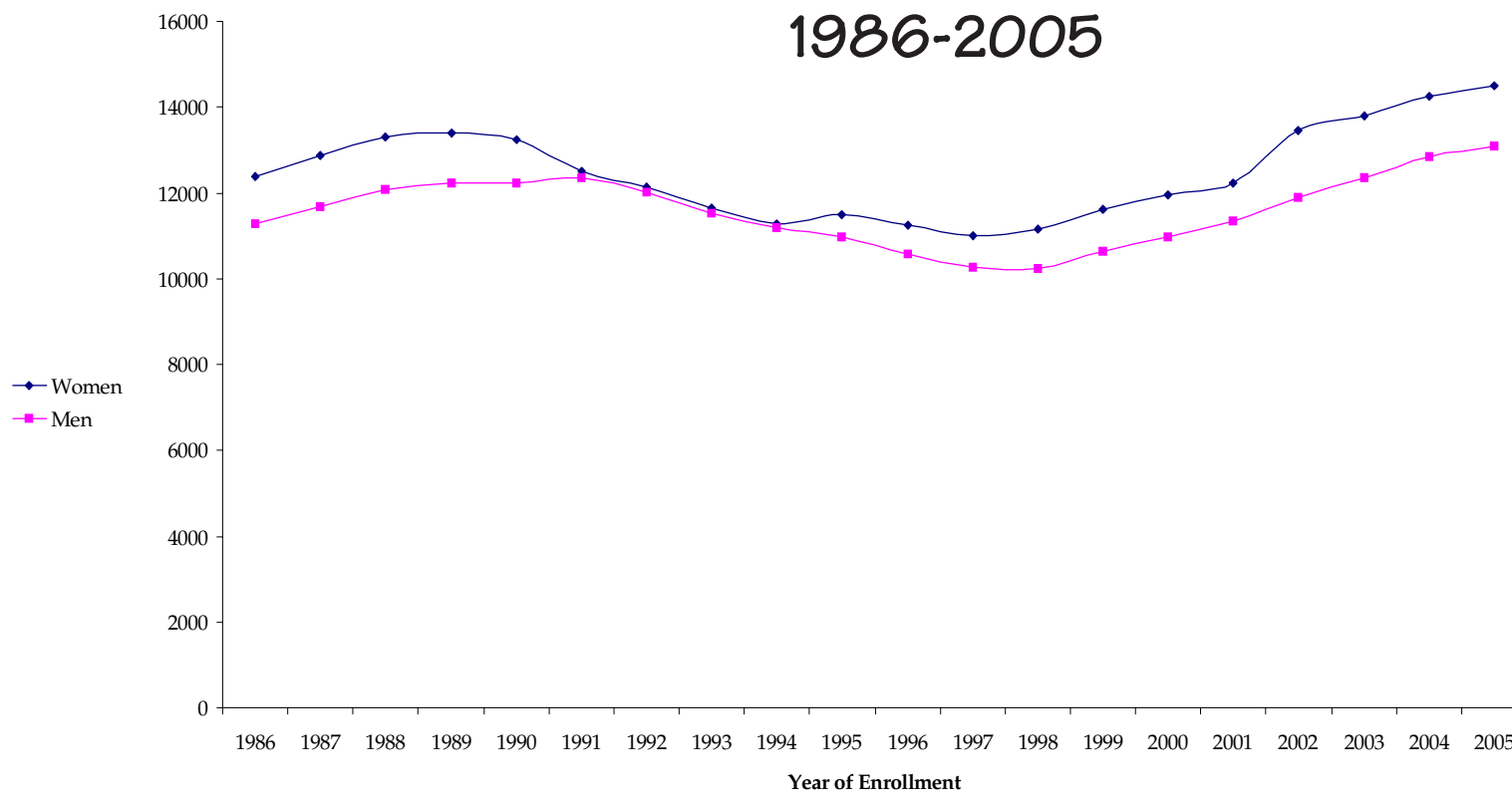


*This category includes men and women who reported "other" or "two or more" races in the 2000 Census.

Source: Institute for Women's Policy Research, *The Status of Women in the States 2004*

FACTS about Connecticut Women

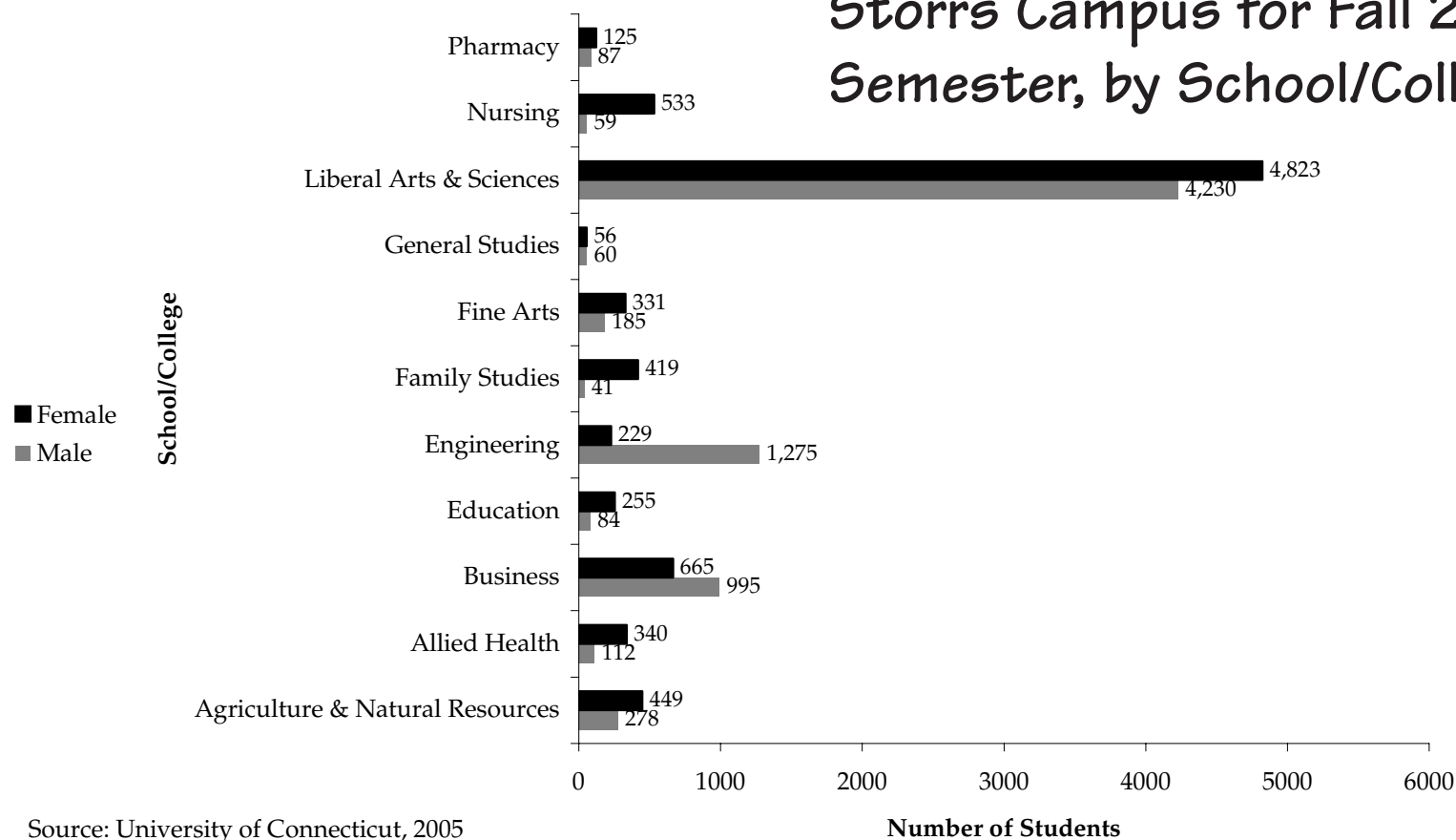
Total University of CT Headcount by Gender 1986-2005



Source: University of Connecticut Office of Institutional Research, 2005-2006 Fact Book, *Total University (Excluding Health Center) Enrollment Headcount by Ethnicity and Gender, and Percent Minority and Percent Female, Fall 1986-2005*

FACTS about Connecticut Women

University of CT Undergraduate Degree Seeking Enrollment at Storrs Campus for Fall 2005 Semester, by School/College



FACTS about Connecticut Women

WOMEN OWNED BUSINESSES

FACTS about Connecticut Women

Women-Owned Businesses in CT

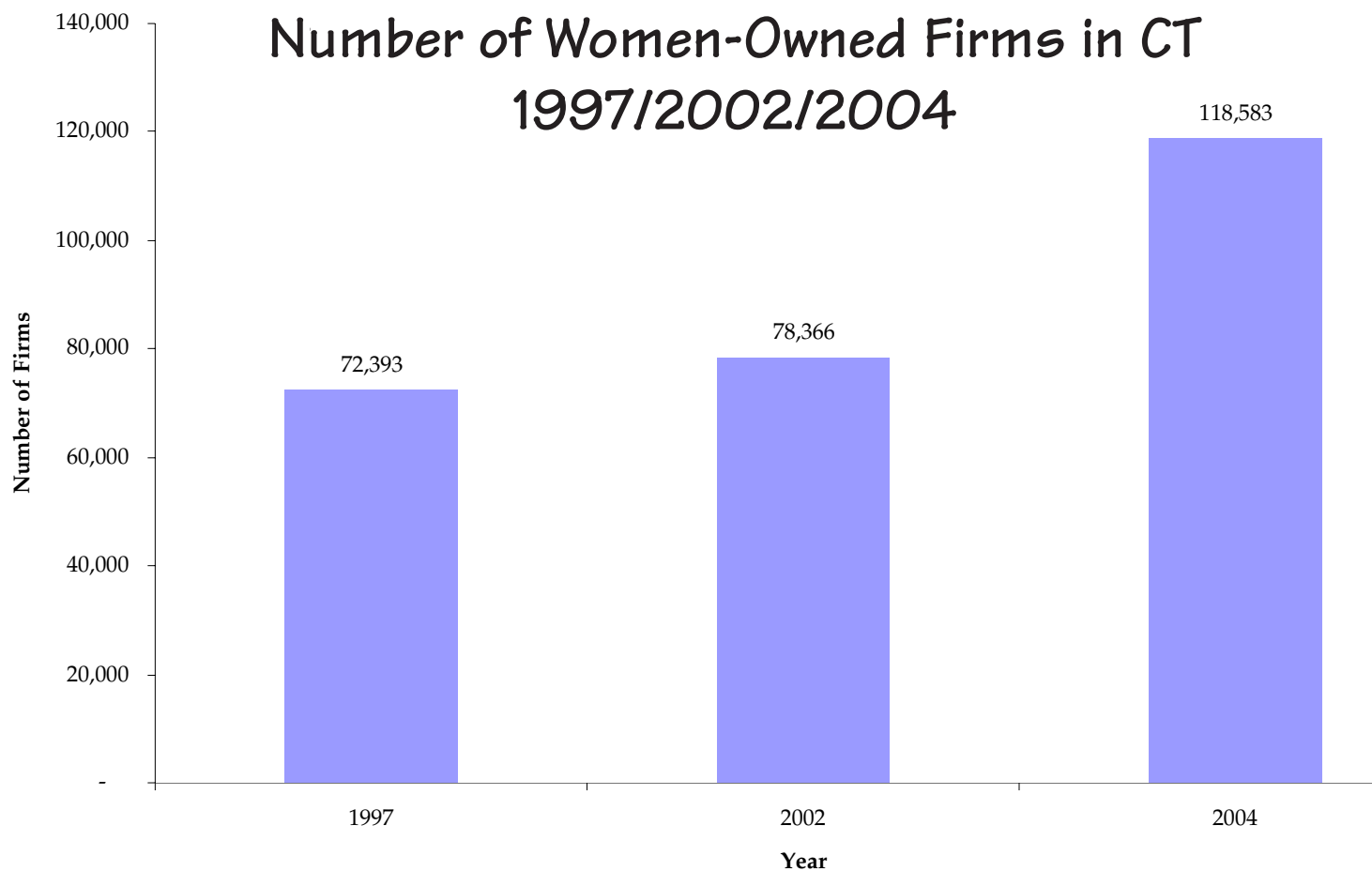
Women owned businesses in Connecticut have increased dramatically in numbers, sales and employees. Between 1997 and 2004 there was a sharp 64% increase in the number of women owned firms in the state. More people are employed by women business owners – a 94% increase between 1997 and 2004. Sales have also increased 76% during this period.¹

In Connecticut there are now approximately 118,583 privately owned firms in which women own equal or majority share. Of those, 93% are owned by white women and 7% are owned by women of color.²

¹ Center for Women's Business Research, "Women-Owned Businesses in Connecticut, 2004: A Fact Sheet"

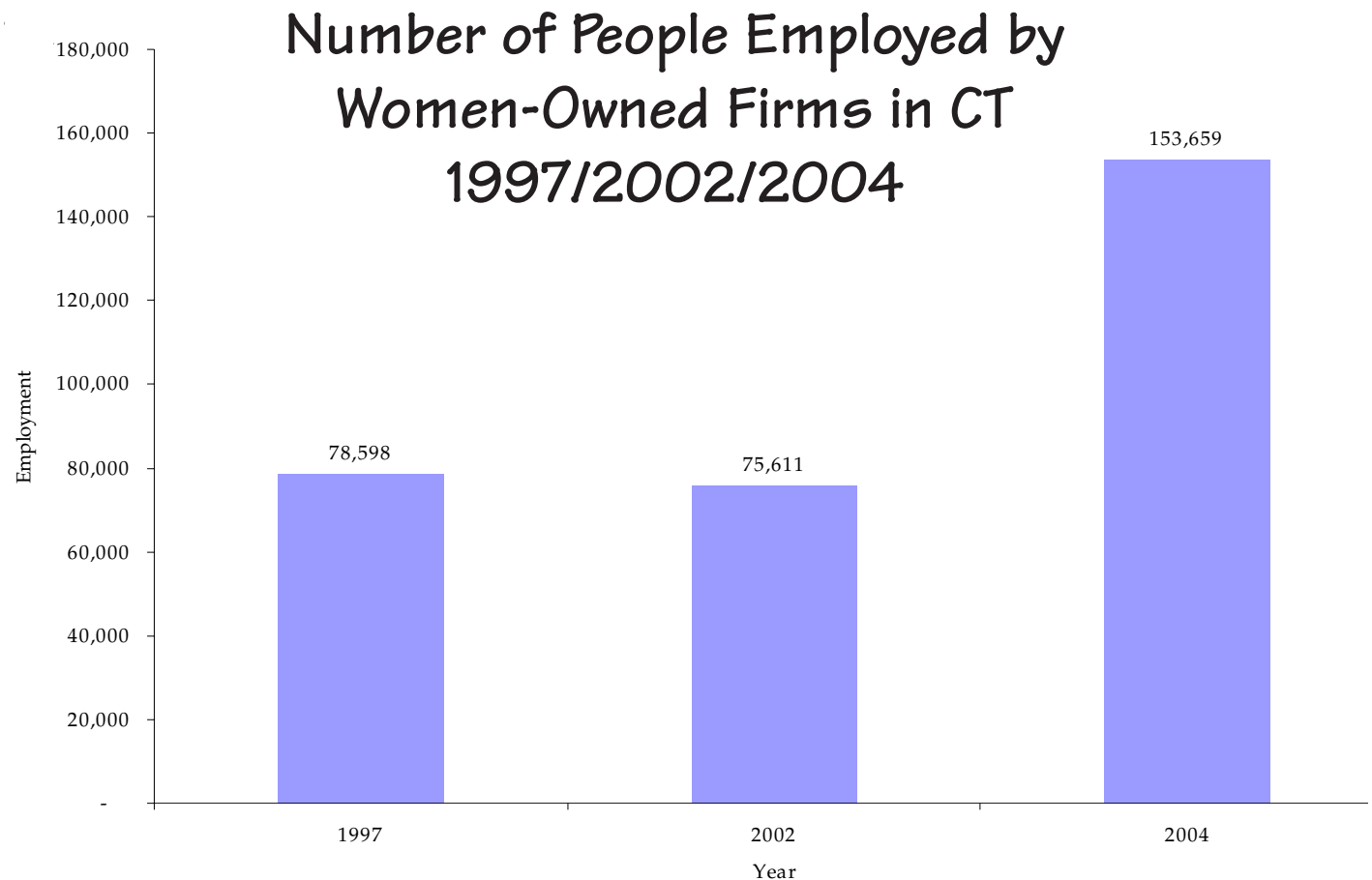
² Center for Women's Business Research, "Businesses Owned by Women of Color in the United States, 2004: A Fact Sheet"

FACTS about Connecticut Women



Source: Center for Women's Business Research, *Privately-Held, 50% or More Women-Owned Businesses in the United States, 2004: A Fact Sheet*

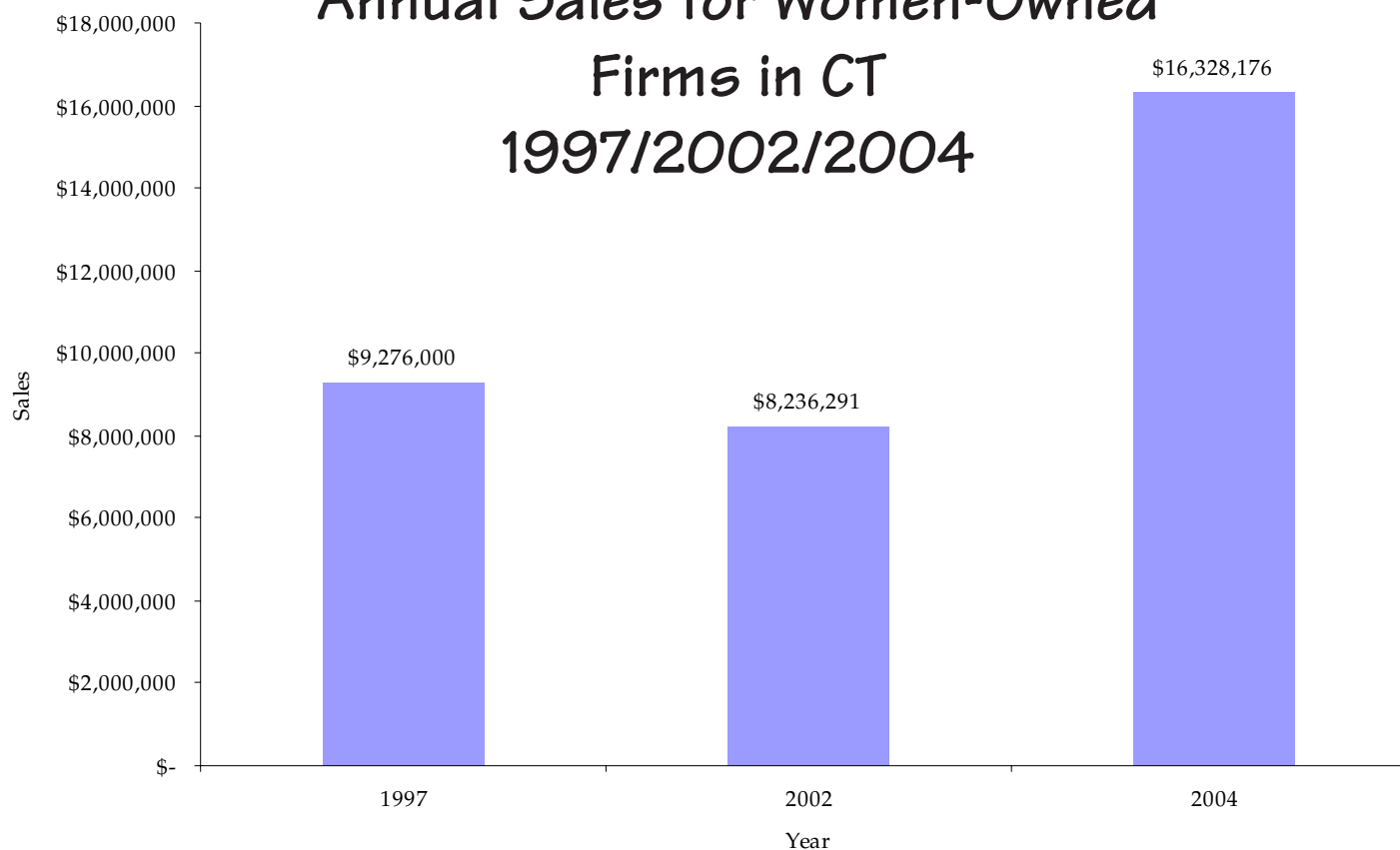
FACTS about Connecticut Women



Source: Center for Women's Business Research, *Privately-Held, 50% or More Women-Owned Businesses in the United States, 2004: A Fact Sheet*

FACTS about Connecticut Women

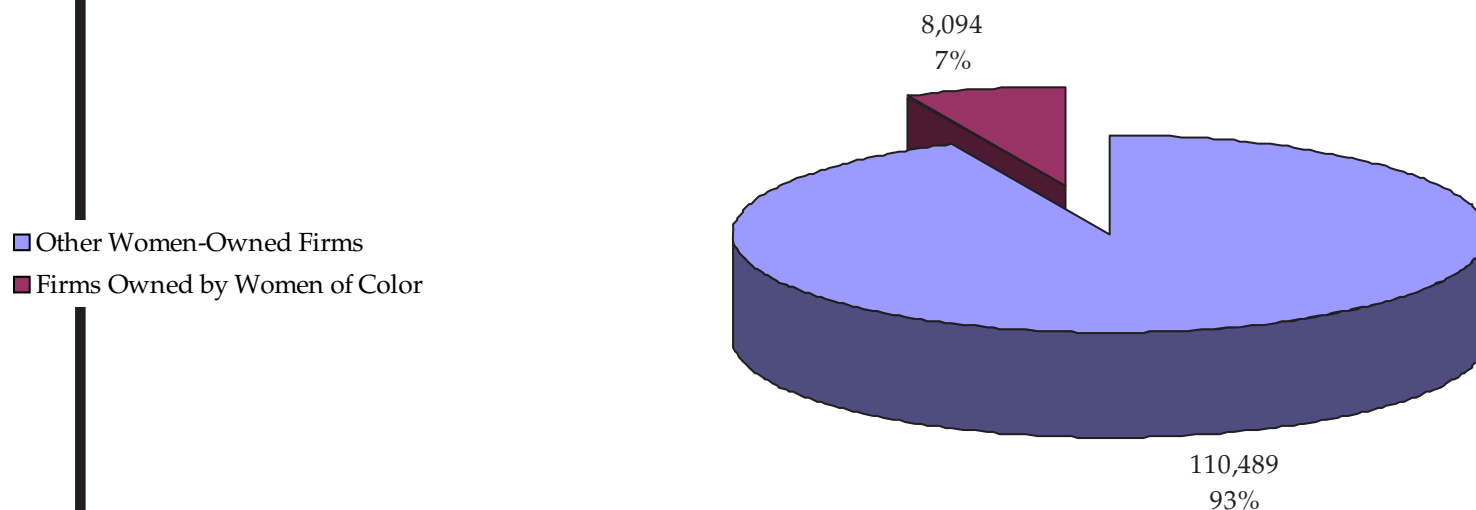
Annual Sales for Women-Owned Firms in CT 1997/2002/2004



Source: Center for Women's Business Research, *Privately-Held, 50% or More Women-Owned Businesses in the United States, 2004: A Fact*

FACTS about Connecticut Women

Women-Owned, Privately-Held Firms in CT Owned by Women of Color 2004



FACTS **about Connecticut Women**

Microenterprise

A microenterprise is a locally owned business with fewer than 5 employees and less than \$50,000 in capital. Microenterprise creates opportunities for these groups who might “have difficulty accessing business development services or credit through traditional means.”¹

Connecticut is home to approximately 277,000 microenterprise businesses statewide, with 28,000 starting in 2004. Microenterprises employ 400,000 Connecticut residents, twice as many people as the top 25 employers in the state combined. Microenterprises also generate \$15.3 billion in sales annually and \$430 million in Connecticut state tax revenues annually.²

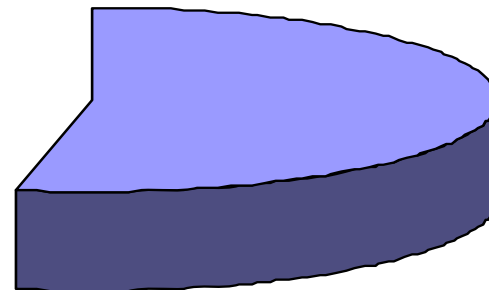
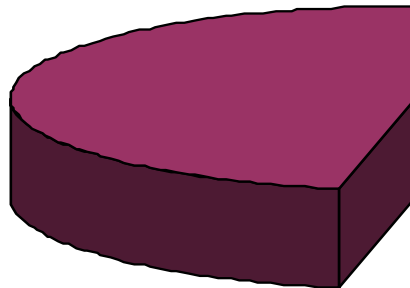
¹ Association for Enterprise Opportunity, News & Press Room; *Microenterprise Fact Sheet for Media*, January 2002; www.microenterpriseworks.org/news/factsheet.htm

² Microenterprise Resource Group (MERG); *Microenterprise FAQs*, 2006; www.mergct.org/microenterprise.htm

FACTS about Connecticut Women

Number of Microenterprise Businesses in CT 2005

Other Connecticut Businesses
47%



Microenterprise
53%

Source: Microenterprise Resource Group (MERG), Microenterprise FAQs, 2006;
www.mergct.org/microenterprise.htm

FACTS about Connecticut Women

RETIREMENT & SOCIAL SECURITY

FACTS about Connecticut Women

RETIREMENT INCOME

On a national level, 58% of Social Security beneficiaries age 62 and over and 70% of beneficiaries 85 and over are female. Women on average are expected to live three years longer than men. This results in women receiving social security benefits 15% longer than men. Social Security is the only source of retirement income for 29% of unmarried elderly women. Social Security is 52% of the total income for unmarried women, 38% of the total income for unmarried men and 35% of the total income for elderly couples.

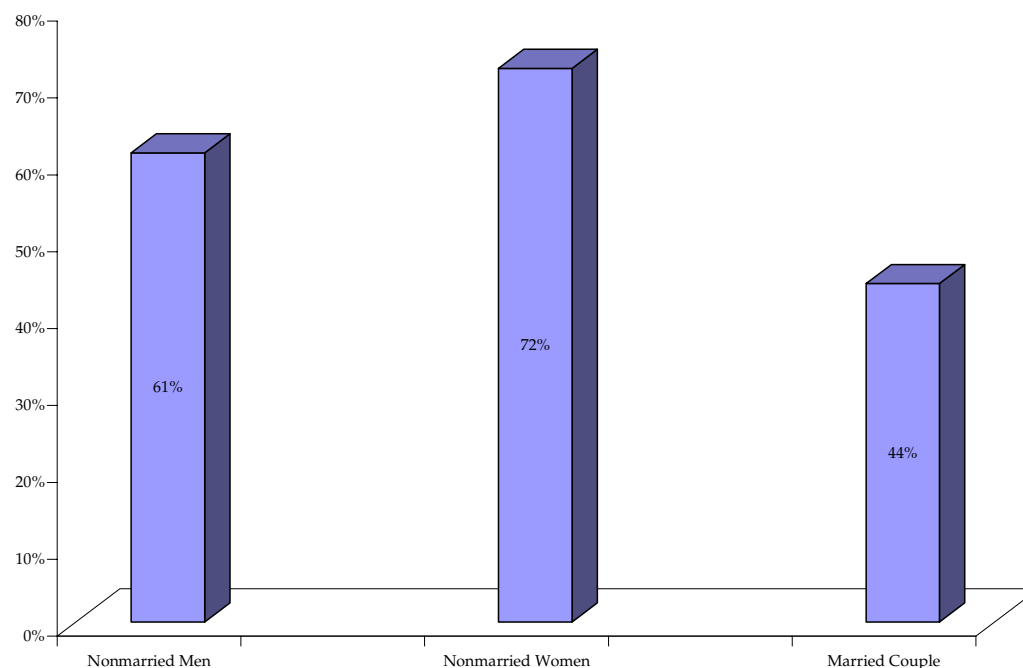
Women represent 59% of all people 65 and older in Connecticut who rely on Social Security benefits.

Without Social Security, 46% of elderly women in Connecticut would be poor.

Social Security Administration, Women and Social Security, <http://www.ssa.gov/pressoffice/factsheets/women-alt.htm>
National Women's Law Center, Social Security: Women, Children and the States; www.nwlc.org February 2005

FACTS about Connecticut Women

Share of Income from Social Security for Elderly Couples and Individuals with Social Security Income, CT 2001-03

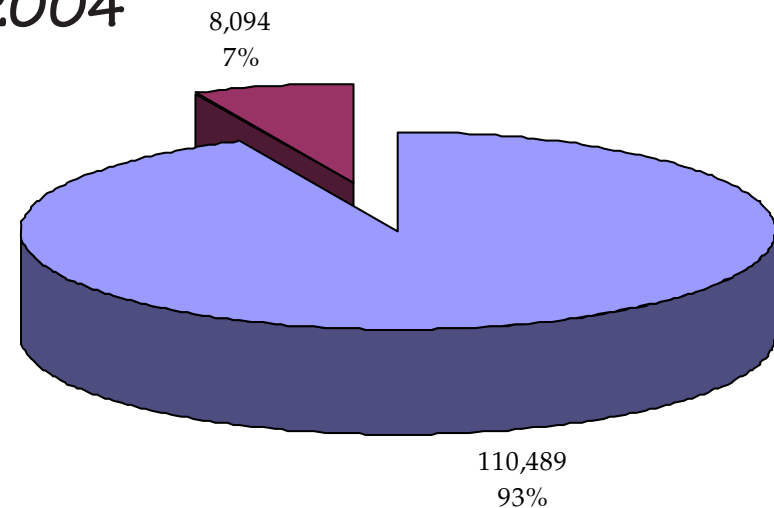


Source: Economic Policy Institutes' analysis of March Current Population Survey data, U.S. Census. Table 2: Share of Income from Social Security for Median Elderly Couples and Individuals with Social Security Income, 2001-03. Note: Nonmarried" here refers to persons currently widowed, divorced, separated, have never been married, or have an absent spouse.

FACTS about Connecticut Women

Women-Owned, Privately-Held Firms in CT Owned by Women of Color 2004

■ Other Women-Owned Firms
■ Firms Owned by Women of Color



Source: Center for Women's Business Research, *Businesses Owned by Women of Color in the United States, 2004: A Fact Sheet*

FACTS **about Connecticut Women**

Microenterprise

A microenterprise is a locally owned business with fewer than 5 employees and less than \$50,000 in capital. Microenterprise creates opportunities for these groups who might “have difficulty accessing business development services or credit through traditional means.”¹

Connecticut is home to approximately 277,000 microenterprise businesses statewide, with 28,000 starting in 2004. Microenterprises employ 400,000 Connecticut residents, twice as many people as the top 25 employers in the state combined. Microenterprises also generate \$15.3 billion in sales annually and \$430 million in Connecticut state tax revenues annually.²

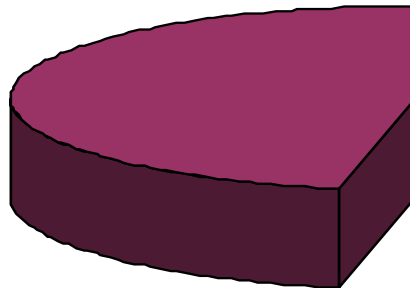
¹ Association for Enterprise Opportunity, News & Press Room; *Microenterprise Fact Sheet for Media*, January 2002; www.microenterpriseworks.org/news/factsheet.htm

² Microenterprise Resource Group (MERG); *Microenterprise FAQs*, 2006; www.mergct.org/microenterprise.htm

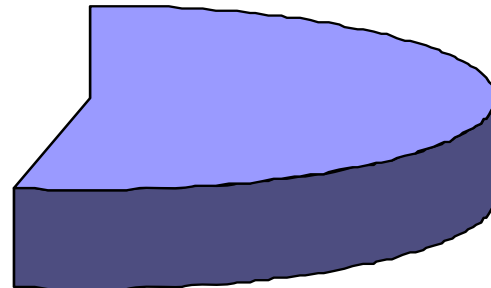
FACTS about Connecticut Women

Number of Microenterprise Businesses in CT 2005

Other Connecticut Businesses
47%



Microenterprise
53%



Source: Microenterprise Resource Group (MERG), Microenterprise FAQs, 2006;
www.mergct.org/microenterprise.htm

FACTS about Connecticut Women

RETIREMENT & SOCIAL SECURITY

FACTS about Connecticut Women

RETIREMENT INCOME

On a national level, 58% of Social Security beneficiaries age 62 and over and 70% of beneficiaries 85 and over are female. Women on average are expected to live three years longer than men. This results in women receiving social security benefits 15% longer than men. Social Security is the only source of retirement income for 29% of unmarried elderly women. Social Security is 52% of the total income for unmarried women, 38% of the total income for unmarried men and 35% of the total income for elderly couples.

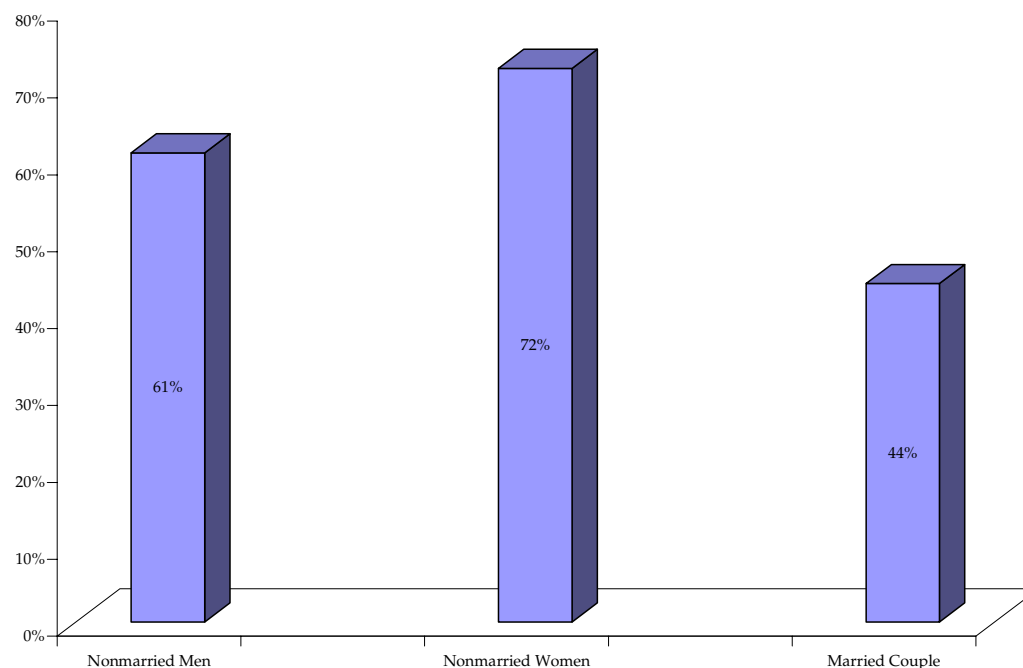
Women represent 59% of all people 65 and older in Connecticut who rely on Social Security benefits.

Without Social Security, 46% of elderly women in Connecticut would be poor.

Social Security Administration, Women and Social Security, <http://www.ssa.gov/pressoffice/factsheets/women-alt.htm>
National Women's Law Center, Social Security: Women, Children and the States; www.nwlc.org February 2005

FACTS about Connecticut Women

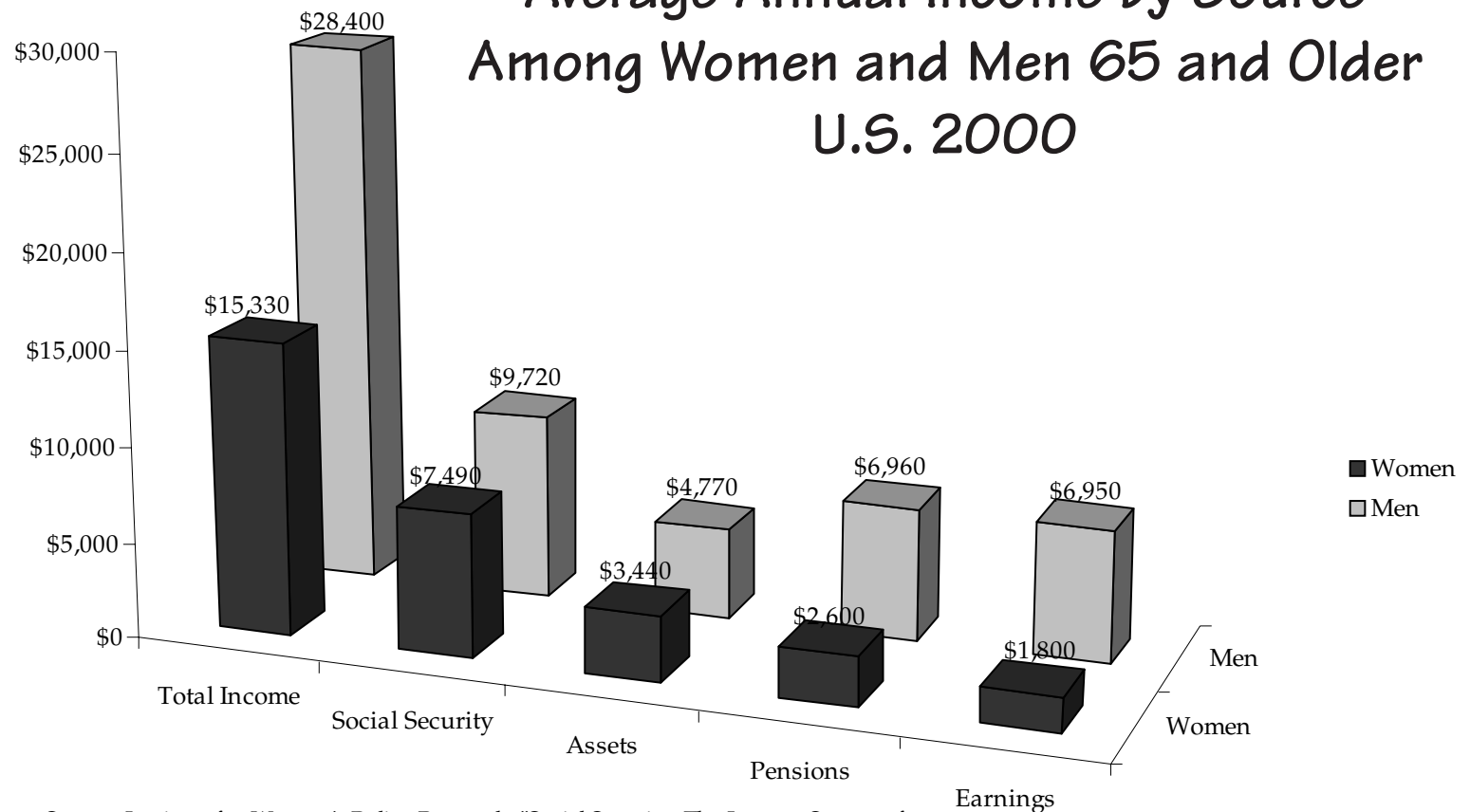
Share of Income from Social Security for Elderly Couples and Individuals with Social Security Income, CT 2001-03



Source: Economic Policy Institutes' analysis of March Current Population Survey data, U.S. Census. Table 2: Share of Income from Social Security for Median Elderly Couples and Individuals with Social Security Income, 2001-03. Note: Nonmarried" here refers to persons currently widowed, divorced, separated, have never been married, or have an absent spouse.

FACTS about Connecticut Women

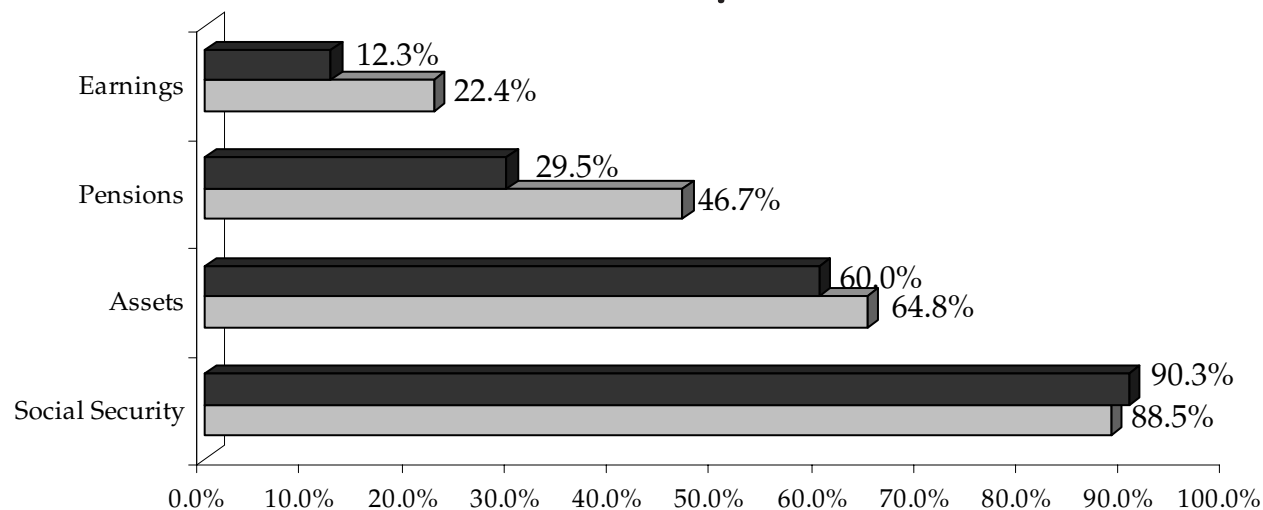
Average Annual Income by Source Among Women and Men 65 and Older U.S. 2000



Source: Institute for Women's Policy Research, "Social Security: The Largest Source of Income for Both Women and Men," April 2003

FACTS about Connecticut Women

Percentage of Women and Men 65 and Older Receiving Types of Income, U.S. 2000

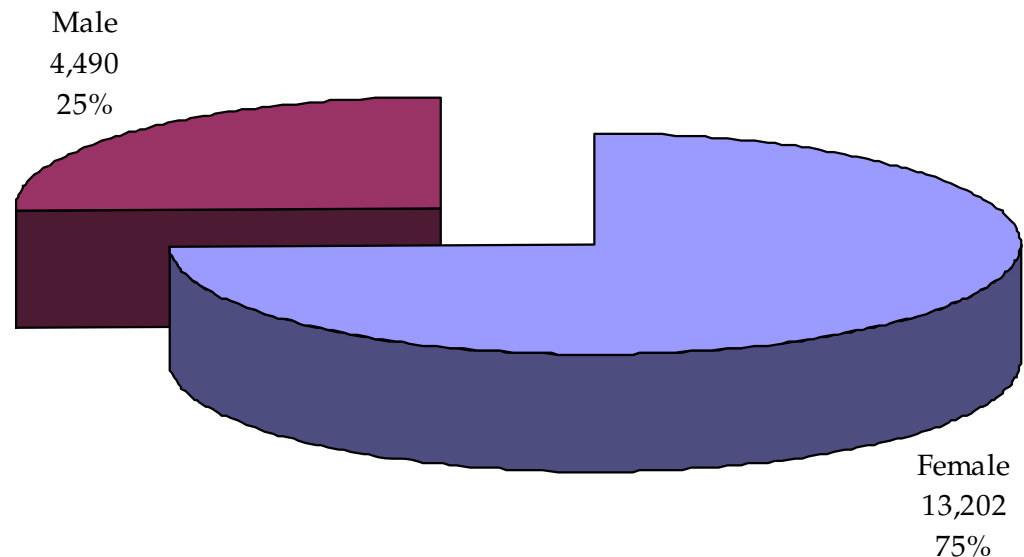


	Social Security	Assets	Pensions	Earnings
■ Women	90.3%	60.0%	29.5%	12.3%
□ Men	88.5%	64.8%	46.7%	22.4%

Source: Institute for Women's Policy Research, Social Security: The Largest Source of Income for Both Women and Men, April 2003

FACTS about Connecticut Women

In 2005 there were three times more women than men over age 60 on Medicaid and living in a CT nursing home.



Source: Connecticut Department of Social Services, data for October 2005.

FACTS about Connecticut Women

Chapter Three Women and Political Participation

FACTS about Connecticut Women

Women In Government

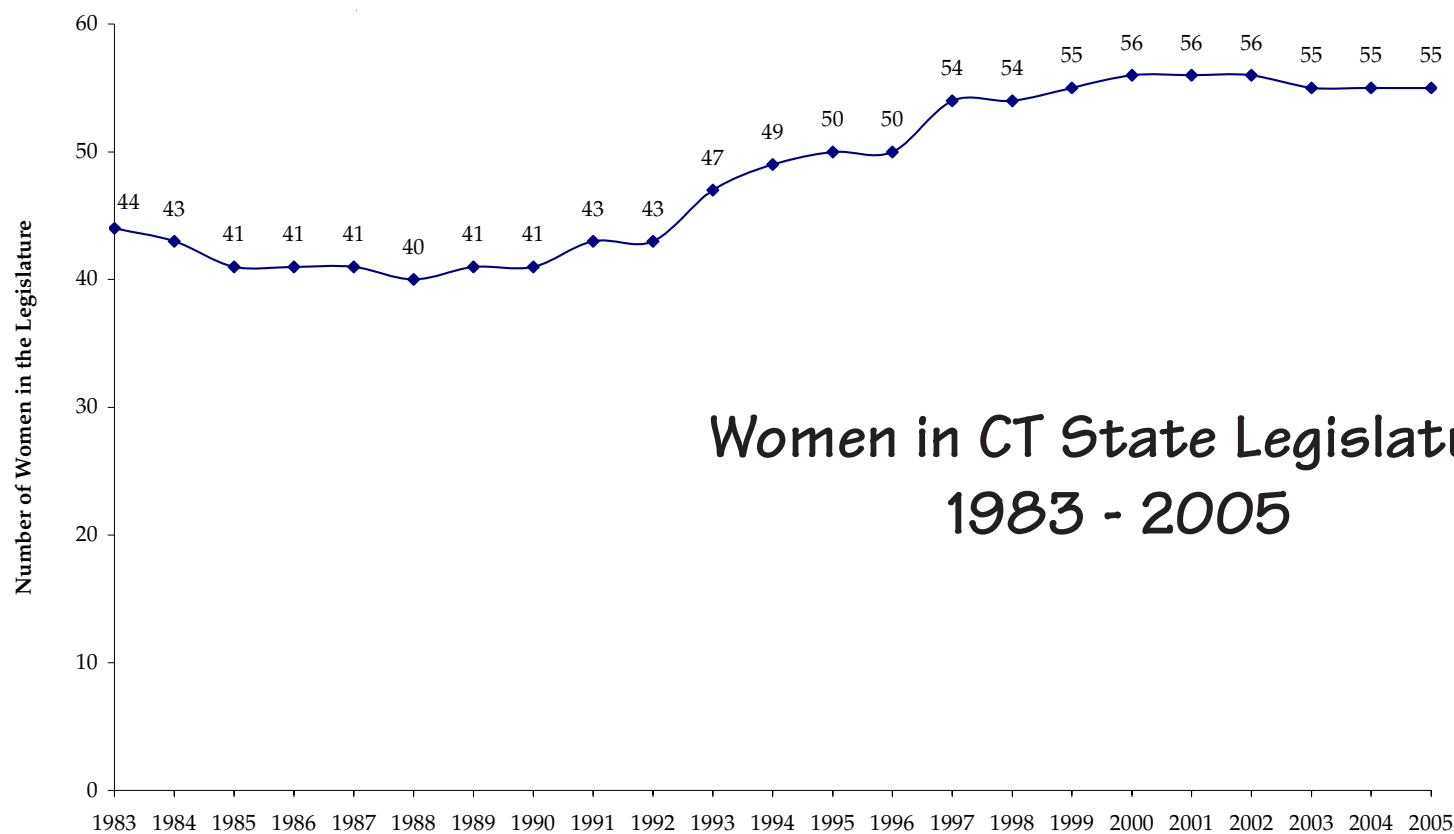
Women make up 29% of the 2005 Connecticut General Assembly. In the Senate, women comprise 9 of the 36 members, and women hold 46 of the 151 seats in the House of Representatives.

Connecticut also has a high representation of women in state-level elective office.

- M. Jodi Rell (2004-present) is Connecticut's second female governor and was the state's first female Lieutenant Governor.
- Susan Bysiewicz (1999-present) is Connecticut's 13th female Secretary of the State.
- Nancy Wyman (1995-present) is Connecticut's first female State Comptroller.
- Denise Nappier (1999-present) is Connecticut's first female State Treasurer.

Currently two of Connecticut's five U.S. Congress members are also women.

FACTS about Connecticut Women

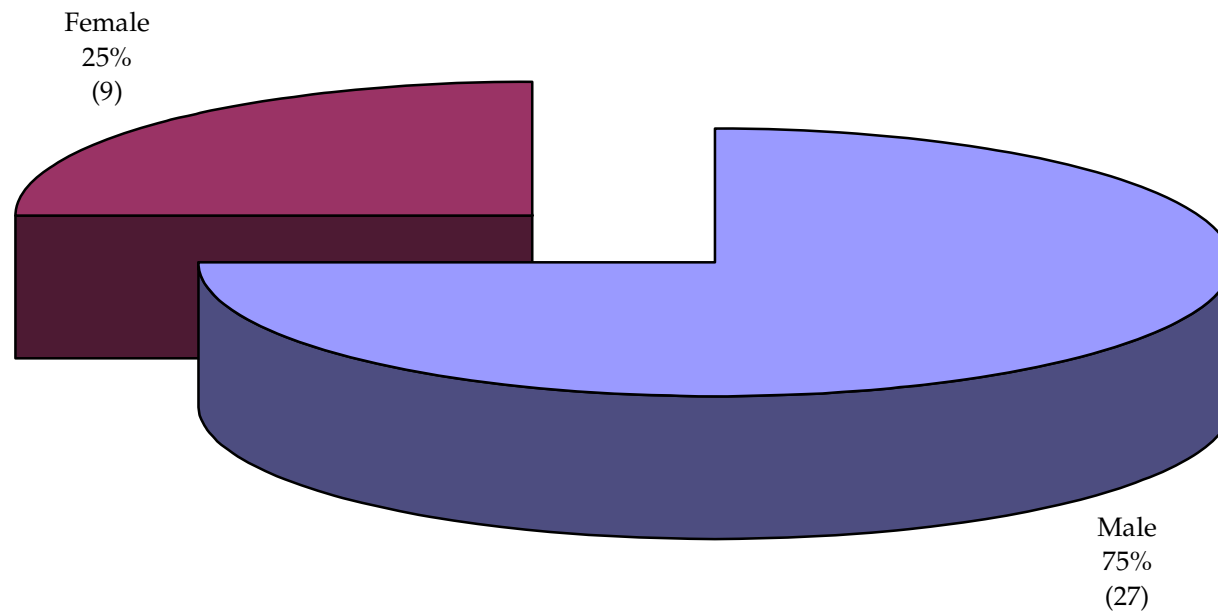


Women in CT State Legislature
1983 - 2005

Source: Center for American Women and Politics (CAWP), Eagleton Institute of Politics, Rutgers University, 2005

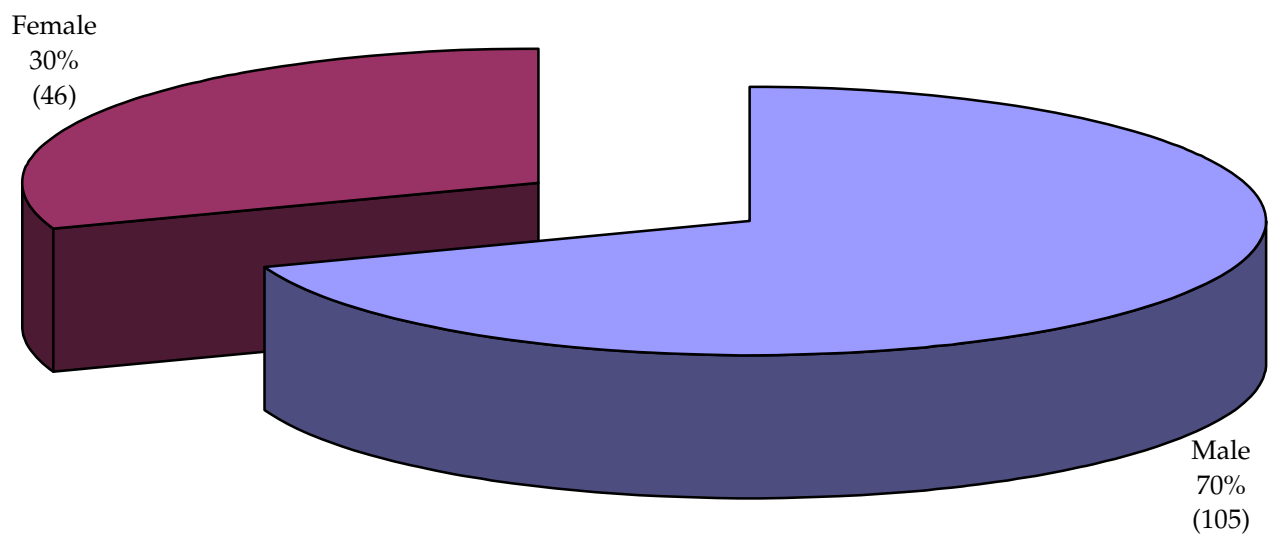
FACTS about Connecticut Women

CT State Senate 2005



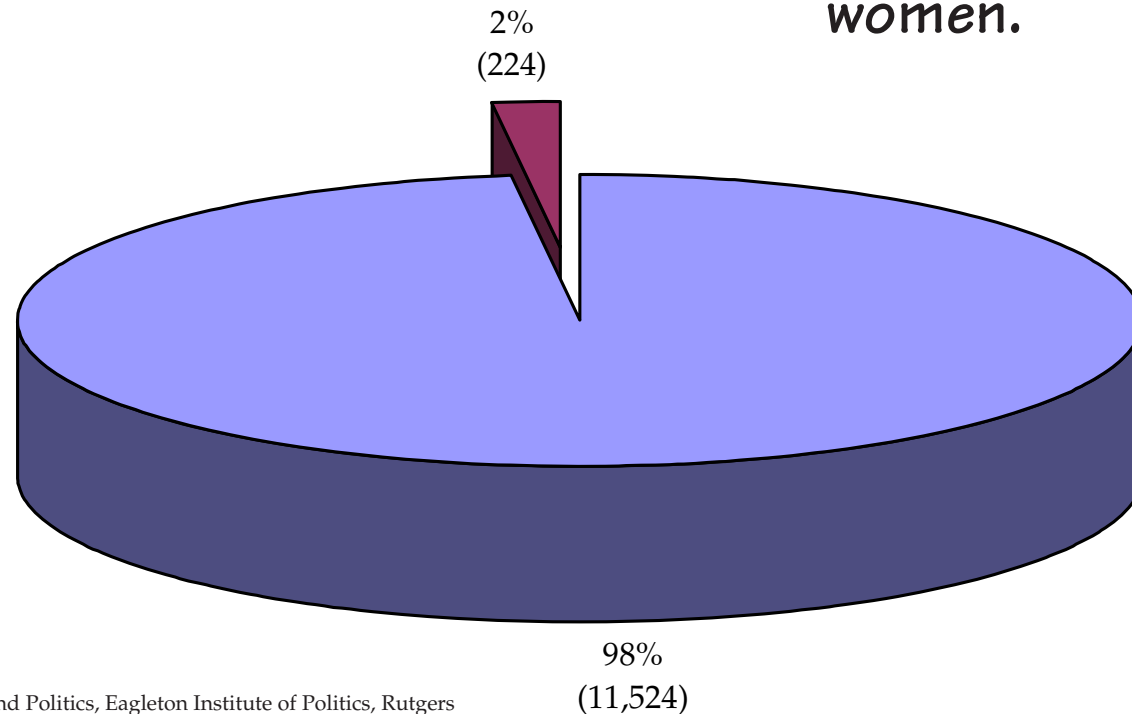
FACTS about Connecticut Women

CT State House of Representatives 2005



FACTS about Connecticut Women

Since 1789, only 2% of members of the United States Congress have been women.



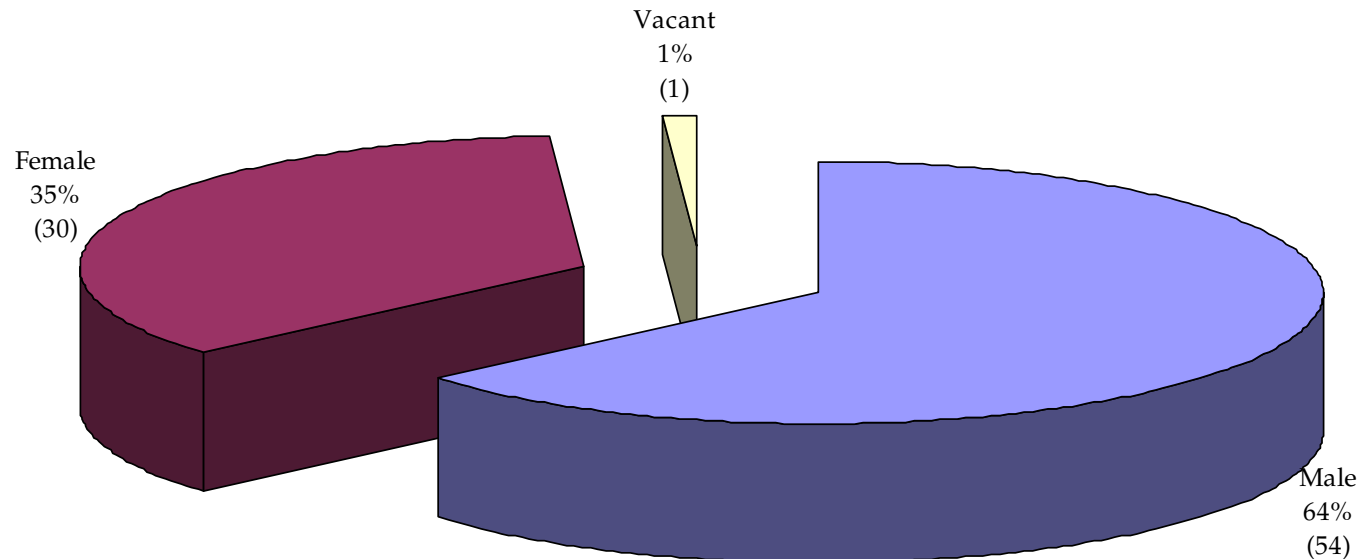
As of March 15, 2005

Source: Center for American Women and Politics, Eagleton Institute of Politics, Rutgers University, June 2005

FACTS about Connecticut Women

CT State Agency Heads by Gender 2005

Connecticut state government includes 85 agencies and departments. In 2005, women were the top official in 35% of them. Women lead several departments that are considered nontraditional for women, including the Department of Correction, the Department of Insurance, the Department of Veterans Affairs, the Department of Environmental Protection, and the Department of Information Technology.

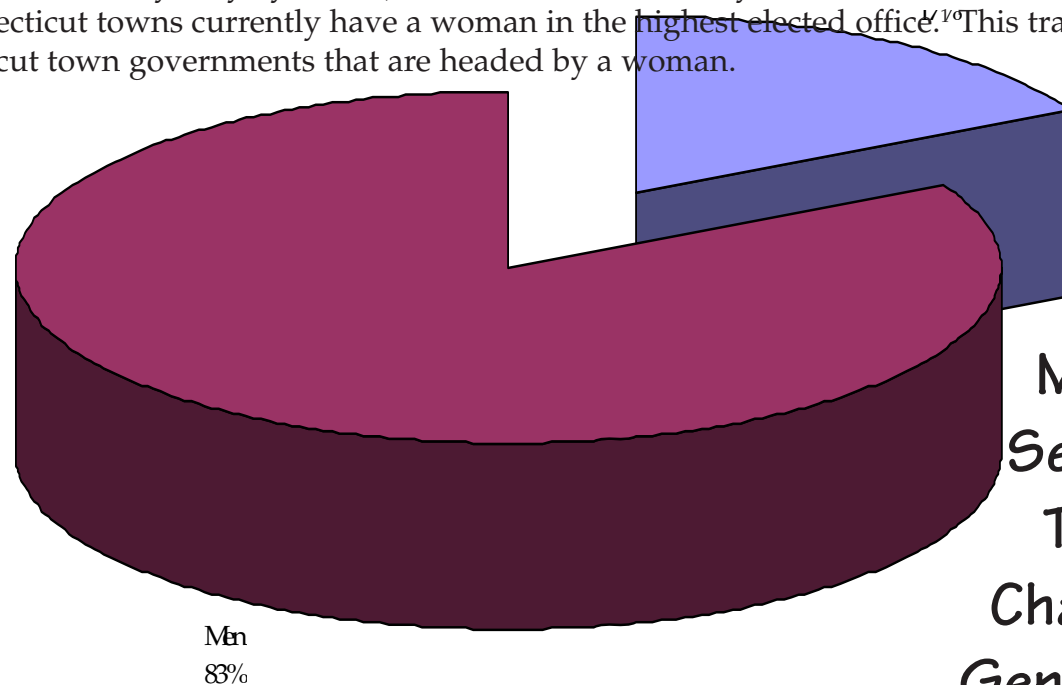


Source: State of Connecticut, Office of Policy and Management, 2005

FACTS about Connecticut Women

Town-level Female Elected Leadership in Connecticut

While their titles may vary by town (Town Council Chair, Mayor, and First Selectwoman) 30 out of the 169 Connecticut towns currently have a woman in the highest elected office.¹⁹ This translates into 17% of Connecticut town governments that are headed by a woman.

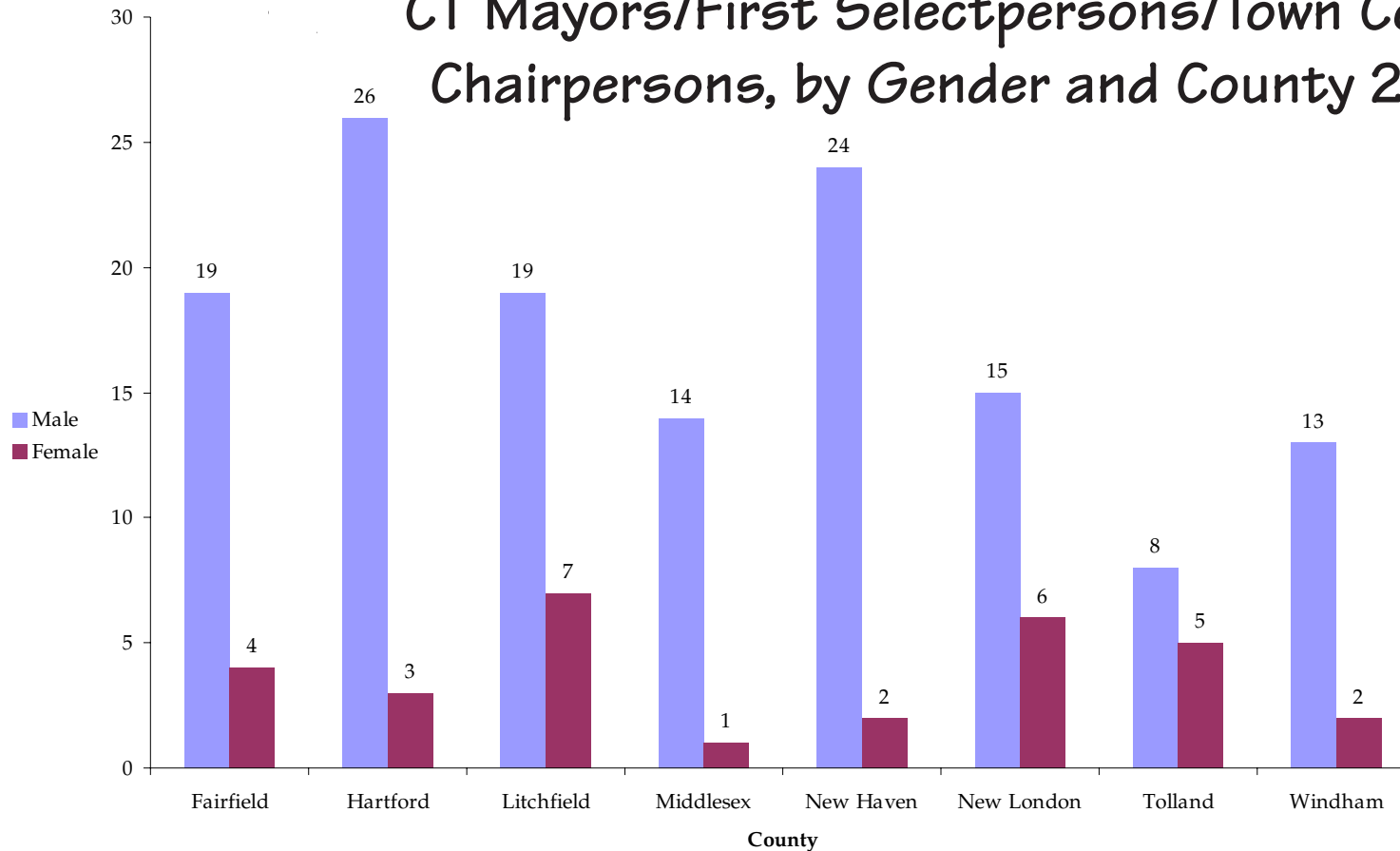


Mayors/First
Selectpersons/
Town Council
Chairpersons, by
Gender in CT 2005

Source: State of Connecticut Office of the Secretary of the State, Town Clerk's Offices, 2005

FACTS about Connecticut Women

CT Mayors/First Selectpersons/Town Council Chairpersons, by Gender and County 2005



Source: State of Connecticut Office of the Secretary of the State; Town Clerks' Offices, 2005

*Highest elected office varies by town.

FACTS about Connecticut Women

CT Towns Where Women Hold Highest Elected Office 2005

Fairfield County

Darien – First Selectwoman
New Canaan – First Selectwoman
Redding – First Selectwoman
Sherman – First Selectwoman

Hartford County

Canton – First Selectwoman
East Hartford - Mayor
Glastonbury – Town Council Chair

Litchfield County

Canaan – First Selectwoman
Kent – First Selectwoman
New Milford - Mayor
Norfolk – First Selectwoman
Plymouth – Mayor
Roxbury – First Selectwoman
Thomaston – First Selectwoman

Middlesex County

Portland – First Selectwoman

New Haven County

Beacon Falls – First Selectwoman
Branford – First Selectwoman

New London County

Colchester – First Selectwoman
East Lyme – First Selectwoman
Griswold – First Selectwoman
Lebanon – First Selectwoman
Ledyard – Mayor
New London - Mayor

Tolland County

Andover – First Selectwoman
Coventry – Town Council Chair
Tolland – Town Council Chair
Vernon – Mayor
Mansfield – Town Council Chair

Windham County

Scotland – First Selectwoman
Woodstock – First Selectwoman

FACTS about Connecticut Women

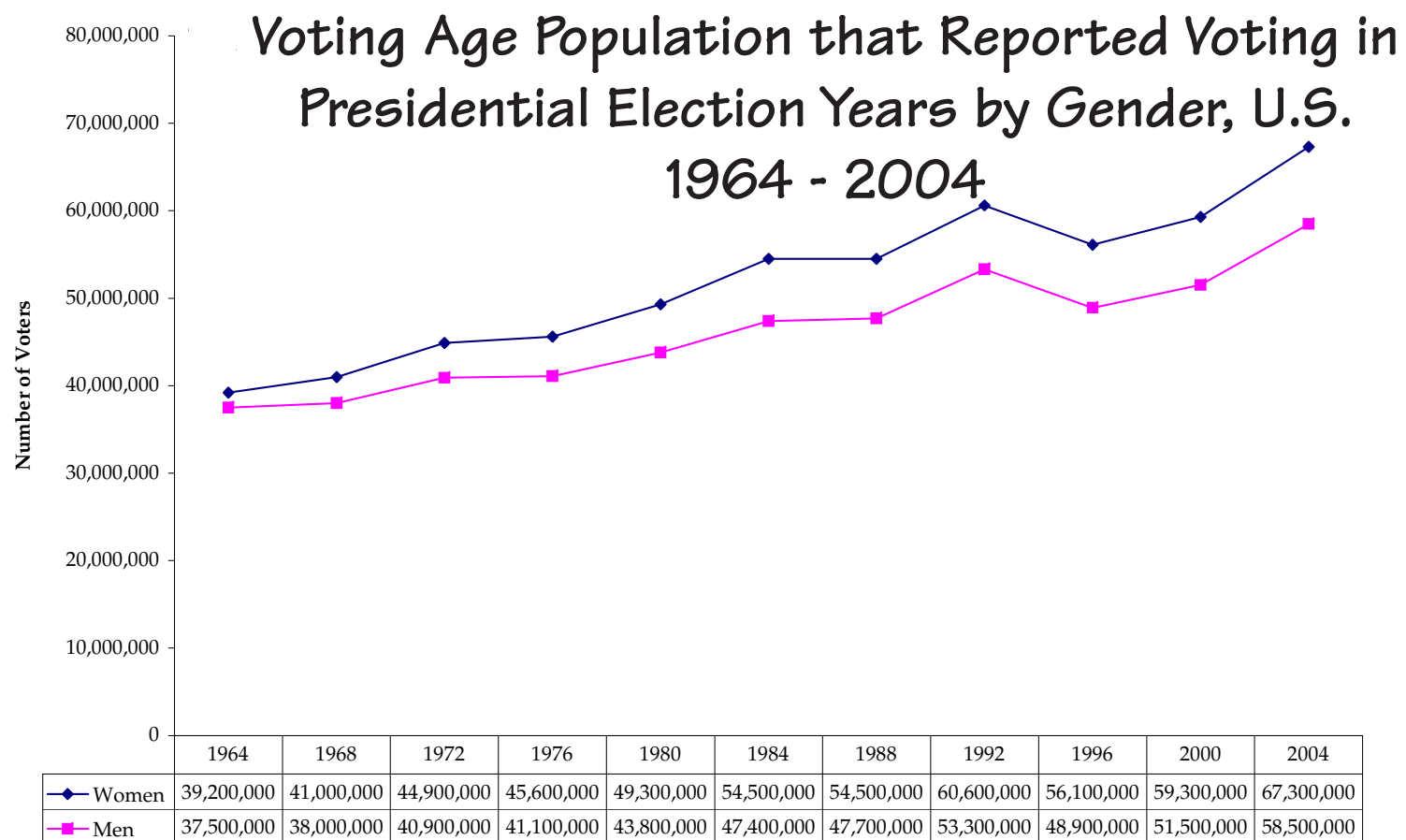
Women and Voting U.S.

Nationwide, female voters outnumber male voters.

- In every presidential election since 1964, the number of female voters has exceeded the number of male voters. In 2004, 67.3 million women, compared with 58.5 million men, reported voting.
- Women outvoted men in 2002 – both in terms of turnout rates and actual numbers – in every racial and ethnic group: African American, Latino, Asian/Pacific Islander, and white. For Asian/Pacific Islanders, (but not for other groups), 2004 was the first election where women voted at a higher rate than men.¹

¹ Center for American Women and Politics (CAWP), Eagleton Institute of Politics, Rutgers University, 2005

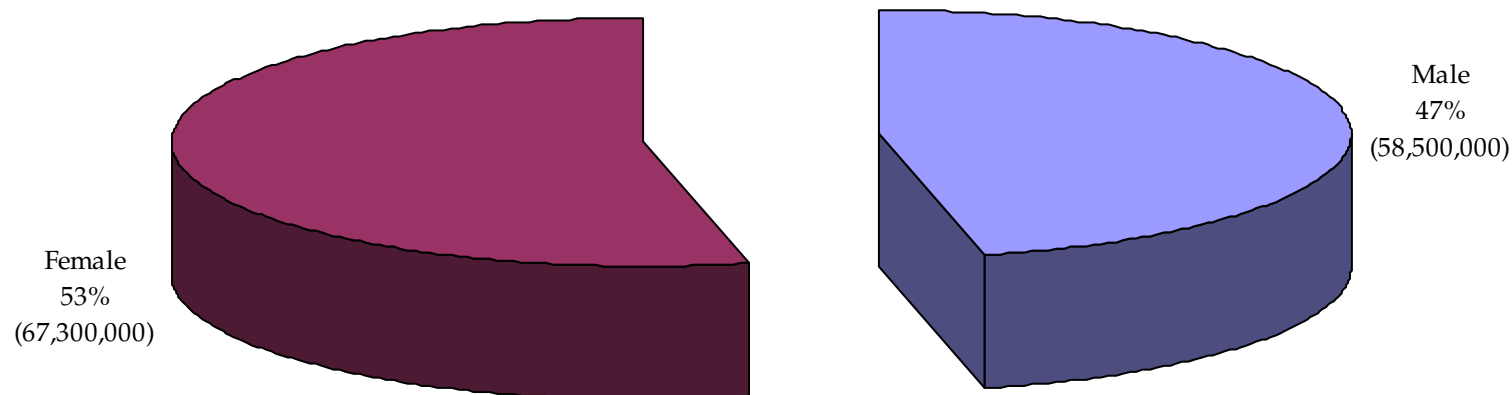
FACTS about Connecticut Women



Source: Center for American Women and Politics, Eagleton Institute of Politics, Rutgers University, June 2005

FACTS about Connecticut Women

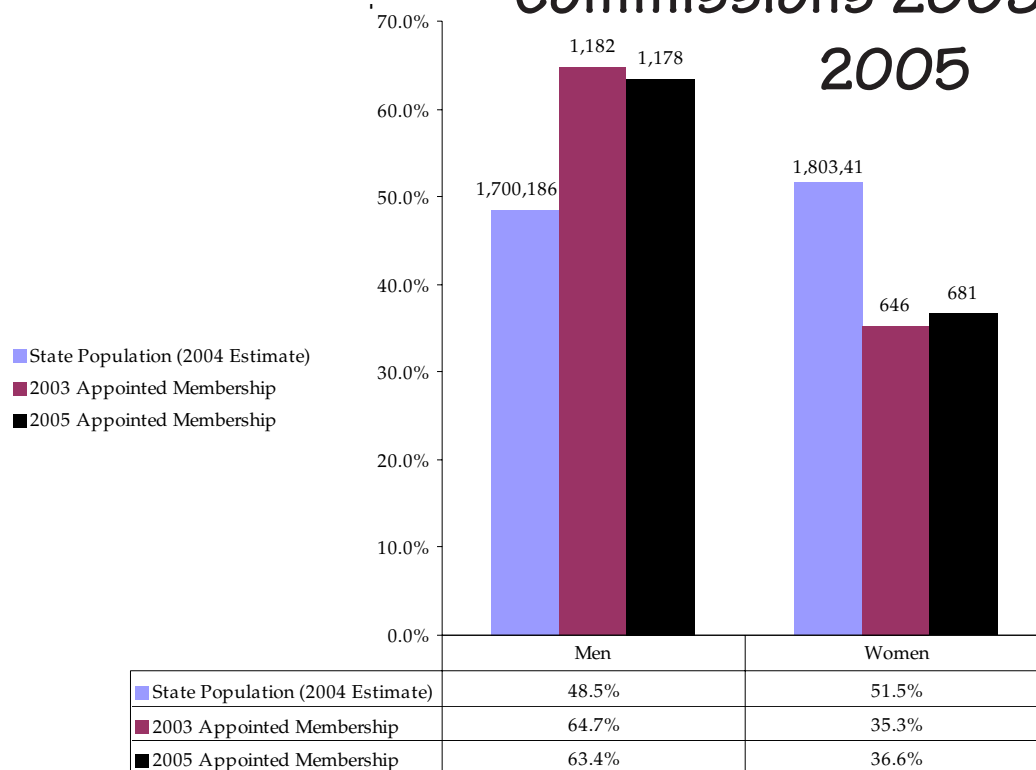
Voters in the 2004 Presidential Election, Nationwide by Gender



Source: Center for American Women and Politics (CAWP), Eagleton Institute of Politics, Rutgers University, 2004

FACTS about Connecticut Women

Membership in CT State Boards and Commissions 2003 and 2005



Source: Connecticut Office of Secretary of the State Susan Bysiewicz, *Gender and Racial Composition of Connecticut State Boards and Commissions, 2005 Statistical Report*, December 30, 2005

Women on State Boards and Commissions

The state of Connecticut has approximately 200 boards, commissions, committees, and councils. In 2005, women made up 36.6% of the appointed membership, a 1.3% increase from 2003 to 2005. Women continue to be underrepresented in 2005, in comparison to their estimated numbers in the state's general population.¹

¹ Connecticut Office of Secretary of the State Susan Bysiewicz, *Gender and Racial Composition of Connecticut State Boards and Commissions, 2005 Statistical Report*, December 20, 2005

Commissioners

Susan O. Storey, Chairperson
Cindy R. Slane, Vice-Chair
Jean L. Rexford, Treasurer
Adrienne Farrar Houel, Secretary
Marcia A. Cavanaugh
Anne Dailey
Barbara DeBaptiste
Carrie L. Gallagher
Sandra Hassan
Patricia T. Hendel
Tanya Meck
Robin L. Sheppard
Patricia E.M. Whitcombe

Staff

Leslie J. Gabel-Brett, Executive Director
Barbara Potopowitz, Public Information Officer
Natasha M. Pierre, Associate Legislative Analyst
Lisa Sementilli, Policy and Special Projects Director
Michelle Noehren, Legislative Assistant
Rosemary Lopez, Administrative Resource Coordinator
Lillie Wright, Senior Administrative Assistant (on leave)
Christa M. Homola, Legislative Secretary
Carole Stambo, Interim Administrative Assistant

Nontraditional Employment for Women (NEW) Program Staff

Doreen Fredette, Program Manager
Jeanne Miner, Administrative Assistant

Interns

Theresa Baber, University of CT School of Social Work
Chantelle Archer, Trinity College
Jenny Carrillo, Yale University, Department of Psychology
Natalie Kindred, Trinity College



Connecticut General Assembly
Permanent Commission on the Status of Women

18-20 Trinity Street ■ Hartford, CT 06106
Phone: 860.240.8300 ■ Fax: 860.240.8314
e-mail: pcsw@cga.ct.gov ■ website: www.cga.ct.gov/pcsw